

DELTA POLICE BOARD

Regular Meeting Agenda

Wednesday, October 20, 2021 at 09:00 a.m.

North Delta Centre for the Arts

11425 84th Avenue

Delta, BC V4C 2L9



Call Meeting to Order

Indigenous Land Acknowledgement

A. Adoption of Agenda

1. Adoption of the Regular Agenda of October 20, 2021

B. Approval of the Minutes

1. *Approval of Minutes ●
 - a. Approval of Minutes of the Regular Meeting of September 16, 2021

C. Consent Items

1. *Crime Statistics & Maps of September 2021 ●
2. *Financial Reports of August 2021 ●
3. Community Safety Plan (CSP) Key Performance Indicators (KPIs) ●
4. Wreath Purchase – RCL #61 Remembrance Day Ceremony ●
5. *Correspondence – no items
6. *For Information
 - a. Compliments from the Public ●
 - b. Chief Dubord's Election to Executive Committee of International Association of Chiefs of Police's (IACP) Midsize Agencies Division ●
7. *Events Calendar ●

D. Delegations/Presentations

1. *Public Delegations - none
2. *Delta Police Association

E. Business Arising Out of Minutes/Previous Meeting

1. *Action Document ●

F. Priority Items

1. *Chief's Report
2. E-Comm Services Updates ●
3. Indigenous Land Acknowledgement – Email Signatures ●

G. Reports

1. Alexa's Team - 2020 Recipients ●
2. THIS is Where You Belong Calendar Contest ●
3. Understanding the Use of Personal Pronouns – Being Inclusive ●
4. Online Reporting Updates ●

H. Other/New Business

1. Items as requested by the Board •

Resolution to Terminate the Meeting.

Next Meeting: Wednesday, November 24, 2021
9:00 a.m. North Delta Centre for the Arts

DELTA POLICE BOARD

Regular Meeting Minutes

Thursday, September 16, 2021 at 9:00 a.m.

North Delta Centre for the Arts

11425 84th Avenue

Delta, BC V4C 2L9

Minutes of the REGULAR MEETING held Thursday September 16, 2021 at 9:00 a.m. at the North Delta Centre for the Arts, Delta, British Columbia.

Present

Mayor George V. Harvie
Angela Kaiser
Firth Bateman
Gurleen S. Sahota
Dr. Karen Hossack
Annette Garm
Lara Victoria

Neil Dubord, Chief Constable
Harj Sidhu, Deputy Chief Constable
Michelle Davey, Deputy Chief Constable
Jassie Ram, Corporate Planning Manager
Volker Helmuth, Risk Management Manager
Sharon Sparrow, Board Secretary
A/S/Sgt. Jason Boyce, DPAC Vice-President
*Hilary Madore, Finance Manager

*Via Zoom

Regrets

Chief Ken Baird

Call Meeting to Order – Meeting called to order at 09:00 a.m.

Indigenous Land Acknowledgement

Chair began meeting by acknowledging the Indigenous Land.

Welcome New Board Member – Ms. Lara Victoria

Ms. Lara Victoria was welcomed as the newest member of the Delta Police Board.

A. Adoption of Agenda

1. Adoption of the Regular Agenda of September 16, 2021

MOVED / SECONDED

THAT the Delta Police Board approve the Regular agenda of September 16, 2021 with following amendments:

- *Addition: Board Group Photo to G.1*
- *Pull Item B.5e and move to Item E.6.*

CARRIED UNANIMOUSLY

B. Consent Items

1. *Approval of Minutes

a. Approval of Minutes of the Regular Meeting of June 23, 2021

MOVED/SECONDED

That the minutes of June 23, 2021 be adopted as presented.

CARRIED UNANIMOUSLY

2. ***Crime Statistics & Maps of July and August 2021**
3. ***Financial Reports of May, June & July 2021**
4. ***Correspondence – No Items**
5. ***For Information**
 - a. OPPC Information Bulletin Regarding COVID 19 Impacts
 - b. Article in Canadian Chief of Police Magazine by DC Davey
 - c. E-Comm Board of Director Designate – Motion via Email
 - d. E-Comm Board of Directors Designate 2021-2022 Term – Notification to E-Comm by City Clerk
 - e. Letter to Mayor Harvie, from Minister Farnworth re: Gang Violence in the Lower Mainland
 - f. CAPG Conference Registration – Motion via Email
 - g. Compliments from the Public
 - h. Delta Police Pipe Band Celebrating 50 Years Anniversary – Delta Optimist Article
 - i. Delta Police Board Meetings & Events Calendar

MOVED / SECONDED

THAT the Delta Police Board approve Consent Agenda Items B.1 to B.5a-d, f-i where required and received others for information.

CARRIED UNANIMOUSLY**Item #B.5e was pulled and moved to E.6****C. Delegations/Presentations**

1. ****Public Delegations**
None
2. ***Delta Police Association A/S/Sgt. Jason Boyce**
Ms. Lara Victoria was welcomed as a new addition to the Board on behalf of the Delta Police Association (DPA). The DPA also expressed appreciation to the Board on their continued support.

MOVED / SECONDED

THAT the Delta Police Board receive Items C.1 to C.2 for information.

CARRIED UNANIMOUSLY**D. Business Arising out of Minutes**

1. **Action Document**

MOVED / SECONDED

THAT the Delta Police Board receive Item D.1 for information.

CARRIED UNANIMOUSLY**E. Priority Items**

1. ***Chief's Report**

Chief Dubord updated the Board noting that:

- City Engineering has had an increase in requests by communities to adjust the speed limit or have speed bumps for traffic calming. The Delta Police Department (DPD) is working with Delta Engineering on a unified and consistent program across Delta, as many factors have to be considered.
- Back to school initiatives are in place with our School Liaison Officers, Youth Team and Traffic team.

- DPD is working on a community initiative with The Harmony Initiative Society (THIS) for a Community Calendar Contest. The theme is “this is where you belong.” The initiative is to encourage the creation of visual art that will raise awareness and support the inclusion and sense of belonging of all individuals in our community.

MOVED / SECONDED

THAT the Delta Police Board receive the Chief's Report for information.

CARRIED UNANIMOUSLY

2. 2022 Proposed Police Board Calendar

MOVED / SECONDED

THAT the Delta Police Board to approve the calendar as presented.

CARRIED UNANIMOUSLY

3. CAPG Matters

a. Conference Sponsorship Request

Conference Sponsorship Request before Board for discussion and decision on the sponsorship pledge for 2021 CAPG Conference.

Action: Staff to confirm with CAPG they are not sharing Board's email list as per the verbiage on page 11 of the CAPG sponsorship prospectus. (P.110 of the agenda package)

MOVED/SECONDED

THAT Delta Police Board sponsor \$4,000 to the 2021 Conference.

3 opposed, 2 in favour
MOTION DEFEATED

There was further discussion around the amount of sponsorship and majority consensus on a \$1,500 sponsorship pledge.

MOVED/SECONDED

THAT Delta Police Board provide a sponsorship pledge of \$1,500 to the 2021 CAPG Conference.

1 Opposed, 5 in favour
MOTION CARRIED

b. AGM Voting Designate and Attendance

Request that Delta Police Board identify a voting designate to attend AGM on September 30th to vote on behalf of DPB. It was brought forth that September 30th is the National Day for Truth and Reconciliation and recommended that Board members forgo attending the AGM and any other conference related events on this date in a show of solidarity.

Action: Advise CAPG that DPB sends regrets for the AGM and Conference related events on this day as it falls on the Federal Statutory Holiday for Truth and Reconciliation Day.

MOVED / SECONDED

- A) THAT the Delta Police Board, in recognition of National Day of Truth and Reconciliation, not have a voting representative or attend the CAPG AGM or any of the meetings on September 30th.
- B) THAT Staff advise the CAPG of this decision and copy the Board in the communication.

CARRIED UNANIMOUSLY**c. Webinar Purchase**

Approval sought to purchase archived webinar *Municipal Council & Police Governance* (\$100) as well as 4 upcoming webinars (\$400) for the remainder of 2021. Total cost for the archived webinar as well as the 4 upcoming webinars will be \$500 plus GST.

MOVED / SECONDED

THAT the Delta Police Board approve the purchase of one (1) archived webinar "Municipal Council and Police Governance" and four (4) additional webinars for the remainder of 2021, for a total cost of \$500 plus taxes.

CARRIED UNANIMOUSLY**d. Conference Agenda****MOVED / SECONDED**

THAT the Delta Police Board receive Item E.3d for information.

CARRIED UNANIMOUSLY**4. Provincial Policing Standards on the Promotion of Unbiased Policing**

Presentation by Mr. Volker Helmuth on the new Provincial Policing Standards approved by the Minister of Public Safety and Solicitor General.

- These standards are to be implemented by July of 2023.
- DPD will keep the Board apprised of updates through the Governance Committee.
- The 2023 budget will have to reflect the costs associated with training.

MOVED / SECONDED

THAT the Delta Police Board receive Item E.4 for information.

CARRIED UNANIMOUSLY**5. Board Information Sessions**

At the request of the Board members, dates have been identified for DPD related information sessions for the remainder for 2021 and 2022.

MOVED / SECONDED

THAT the Delta Police Board receive Item E.5 for information.

CARRIED UNANIMOUSLY**6. E-Comm Notice of AGM and Registration Request**

Discussion on whether the Board would like to identify a member to attend the AGM and vote on outstanding matters or complete and submit proxy on behalf of the Board, as identified on p. 76 of the agenda package. Board elected to submit proxy and voted in favor of all the matters.

Action: Chair will request Finance Director report to Police Board on a quarterly basis.

MOVED / SECONDED

THAT the Delta Police Board complete and submit proxy in favour of all recommendations.

CARRIED UNANIMOUSLY

F. Reports

1. Community Safety Plan (CSP) Key Performance Indicators (KPIs)

DC Sidhu provided updates on the KPIs.

MOVED / SECONDED

THAT the Delta Police Board receive Item F.1 for information.

CARRIED UNANIMOUSLY

2. ICBC Donation – Volunteer Recognition

Report from Finance Director, advising of a donation to the DPD volunteer program from ICBC.

MOVED / SECONDED

THAT the Delta Police Board receive Item F.2 for information and accept the donation.

CARRIED UNANIMOUSLY

G. Other/New Business

1. Board Group Photo

Discussion with Board on whether they would like to take an updated membership Board group photo.

Action: Staff to arrange for photo at October 20th Board Meeting.

MOVED / SECONDED

THAT the Delta Police Board receive Item G.1 for information.

CARRIED UNANIMOUSLY

Resolution to Terminate the Meeting at 10:18a.m.

MOVED/SECONDED

THAT this meeting now terminate.

CARRIED UNANIMOUSLY

Next Meeting: The next regular meeting of the Delta Police Board will be scheduled on Wednesday, October 20, 2021 at 09:00 a.m. at the North Delta Centre for the Arts.

The meeting terminated at 10:18 a.m.

Mayor George V. Harvie
Chair

Sharon Sparrow
Recording Secretary

Date

Date

DRAFT

Police Board Statistics Report

September 2021

Crime Type	Aug-21	Sep-21	Sep 3YR AVG	YTD 2020	YTD 2021	YTD 3YR AVG	Trend	YTD % Change 3YR Avg	Comments
Persons Offences									
Homicide	0	0	0	0	1	0	►	0%	
Attempted Homicide	0	0	0	3	1	1	►	0%	
Sexual Assault (Level I)	5	3	5	28	44	40	▲	10%	
Sexual Assault (Level II, Level III)	1	2	3	23	11	23	▼	-52%	
Total Assaults (Common, Weapon, Aggravated)	23	30	40	271	247	292	▼	-15%	
Robbery	1	1	1	16	11	21	▼	-48%	
Total Person Offences	60	58	75	538	567	609	▼	-7%	
Domestic Violence									
Intimate Partner Violence	7	10	15	103	80	101	▼	-21%	
Family Violence	5	6	8	60	49	59	▼	-17%	
Property Offences									
Break & Enter - Commercial	6	11	9	99	94	99	▼	-5%	
Break & Enter - Residential	4	11	12	112	96	138	▼	-30%	
Theft of Vehicle	12	20	10	100	74	98	▼	-24%	
Theft from Vehicle	66	62	73	587	587	558	▲	5%	
Theft Over/Under \$5000	88	72	99	786	659	883	▼	-25%	
Mischief to Property Over/Under \$5000	50	40	59	411	438	417	▲	5%	
Total Property Offences	276	265	305	2427	2317	2548	▼	-9%	
Traffic Offences									
Fatal MVI	0	0	0	2	0	3	▼	-100%	deaths = 0
Injury MVI	28	36	30	180	223	214	▲	4%	injured = 38
Collisions (All)	94	127	92	628	831	769	▲	8%	
Roadside Suspensions - 215 Alcohol 24 hrs	4	2	3	43	26	28	▼	-7%	
Roadside Suspensions - 215 Drugs 24 hrs	13	7	5	48	72	48	▲	50%	
Immediate Roadside Prohibitions (Alcohol)	37	24	30	376	242	345	▼	-30%	
Total	176	196	160	1277	1394	1407	►	-1%	
Drug Offences									
Possession	7	2	15	74	76	126	▼	-40%	
Trafficking	2	1	3	21	21	22	▼	-5%	
Total	9	3	18	95	97	148	▼	-34%	
Other Offences									
Youth (*Excludes Traffic Offences)	2	4	6	52	53	59	▼	-10%	
Total Weapons Violations	8	5	5	36	96	51	▲	88%	
Cybercrime	36	33	25	279	394	204	▲	93%	
Bylaws	90	84	94	819	638	764	▼	-16%	
False Alarms (Dispatched)	63	49	76	508	501	736	▼	-32%	
TOTAL CALLS FOR SERVICE	2,374	2,119	2,276	20,169	20,199	20,614	▼	-2%	

Note - Stats include all calls for service relative to the crime type, whether or not charges were recommended.

TFN (Zone 3) Statistics Report

September 2021

Crime Type	Aug-21	Sep-21	Sep 3YR AVG	YTD 2020	YTD 2021	YTD 3YR AVG	Trend	YTD % Change	Comments
Persons Offences									
Homicide	0	0	0	0	0	0	▶	0%	
Attempted Homicide	0	0	0	0	0	0	▶	0%	
Sexual Assault (Level I)	0	0	0	1	2	2	▲	100%	
Sexual Assault (Level II, Level III)	0	0	0	0	0	1	▶	0%	
Total Assaults (Common, Weapon, Aggravated)	2	2	1	11	12	7	▲	9%	
Robbery	0	0	0	0	0	1	▶	0%	
Total Person Offences	3	6	3	22	33	18	▲	50%	
Domestic Violence									
Domestic Violence (Includes Criminal Harassment, Utter Threats)	0	0	1	2	4	2	▲	100%	
Property Offences									
Break & Enter - Commercial	0	0	0	2	4	3	▲	100%	
Break & Enter - Residential	0	0	1	4	8	4	▲	100%	
Theft of Vehicle	0	2	0	2	4	2	▲	100%	
Theft from Vehicle	5	3	1	22	23	15	▲	5%	
Theft Over/Under \$5000	16	13	15	114	104	128	▼	-9%	
Mischief to Property Over/Under \$5000	1	1	0	15	15	14	▶	0%	
Total Property Offences	23	21	19	171	168	182	▼	-2%	
Traffic Offences									
Fatal MVI	0	0	0	0	0	0	▶	0%	deaths = 0
Injury MVI	1	0	0	4	6	5	▲	50%	injured = 0
Roadside Suspensions - 215 Alcohol 24 hrs	0	0	0	4	0	2	▼	-100%	
Roadside Suspensions - 215 Drugs 24 hrs	0	0	0	2	1	1	▼	-50%	
Immediate Roadside Prohibitions (Alcohol)	1	2	0	13	14	8	▲	8%	
Total	2	2	0	23	21	16	▼	-9%	
Drug Offences									
Possession	0	0	0	6	1	9	▼	-83%	
Trafficking	0	0	0	0	0	1	▶	0%	
Total	0	0	0	6	1	10	▼	-83%	
Other Offences									
Youth (Charged/Suspect Chargeable/ Recommended Charges)*Excludes Traffic Offences	1	0	0	3	4	4	▲	33%	
Total Weapons Violations	0	1	0	1	5	2	▲	400%	
Cybercrime	0	1	1	11	13	6	▲	18%	
Bylaws	1	4	2	17	18	13	▲	6%	
False Alarms (Dispatched)	8	3	14	48	59	105	▲	23%	
TOTAL CALLS FOR SERVICE	130	120	90	841	1,019	850	▲	21%	

Note - Stats include all calls for service relative to the crime type, whether or not charges were recommended.

DELTA CRIME MAP - SEPTEMBER 2021

RG C.1



DISTRICT 1 CRIME MAP - SEPTEMBER 2021

RG C.1



<

Res B&E

2

Bus B&E

1

Other B&E

2

Theft of Auto

3

Theft from Auto

7

Recovered Stolen

0

Assault

4

Sex Assault

0

Robbery

0

Bike Theft

2

Mail Theft

0

2021-09-01

2021-09-30

View Results

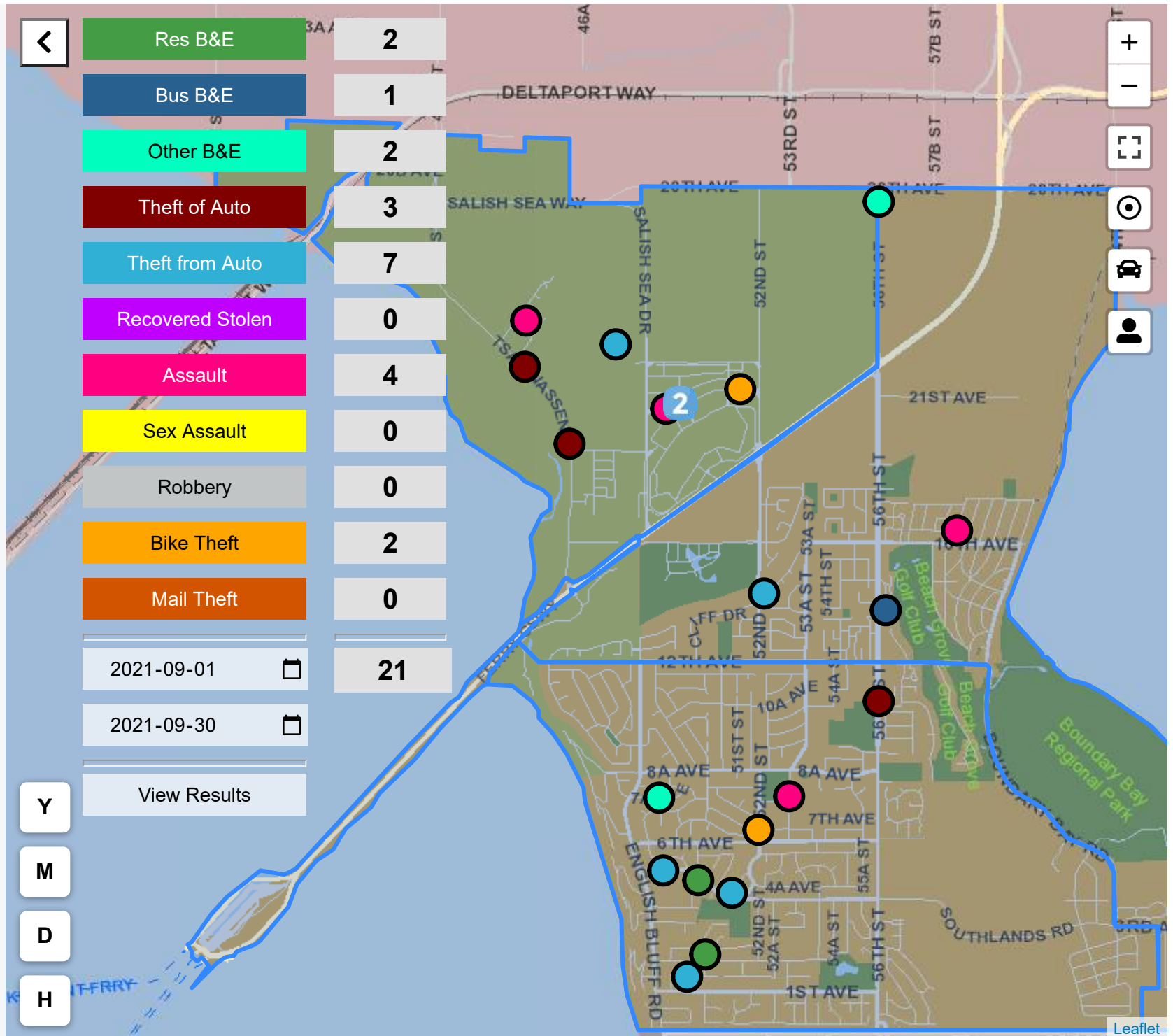
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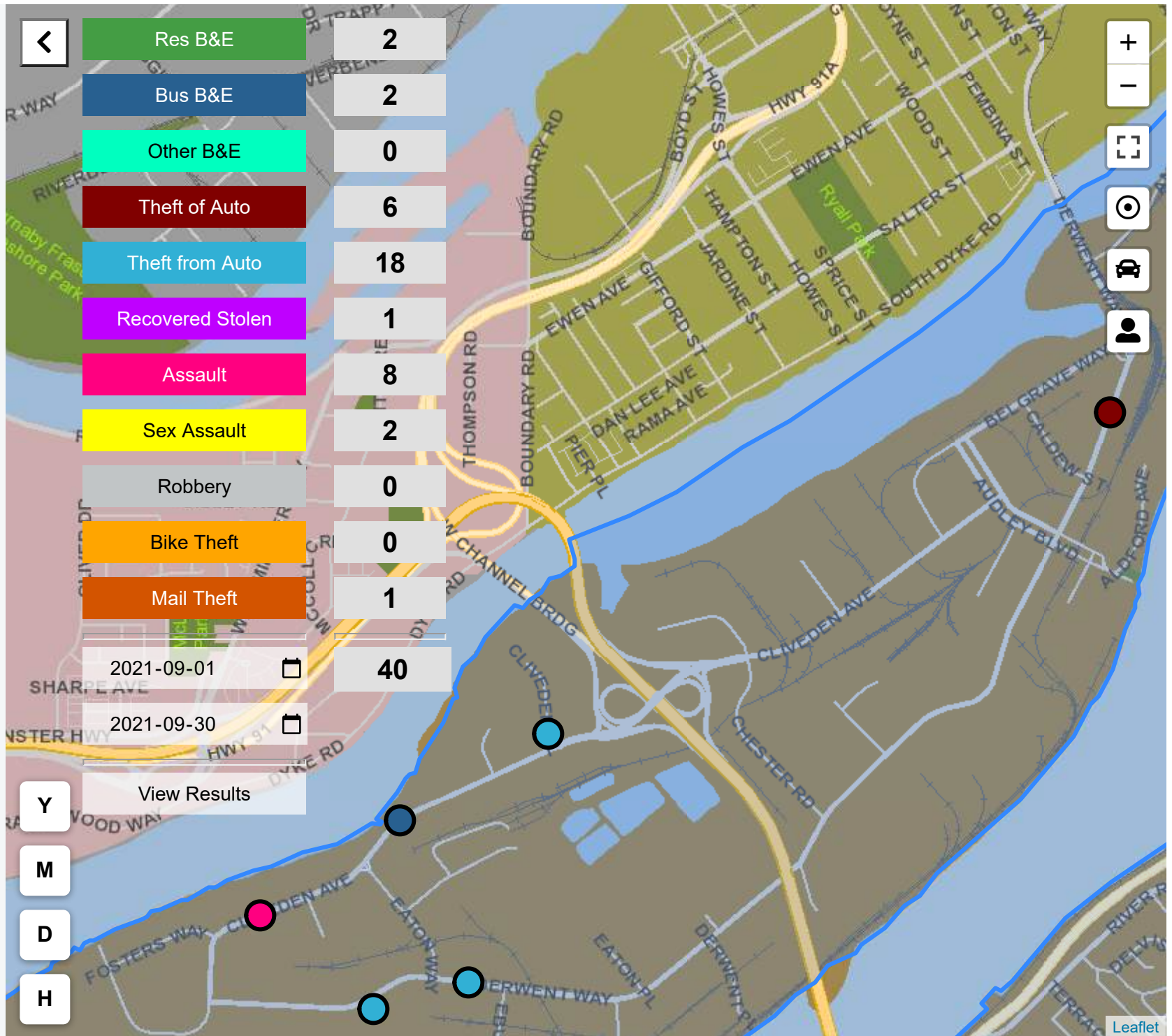
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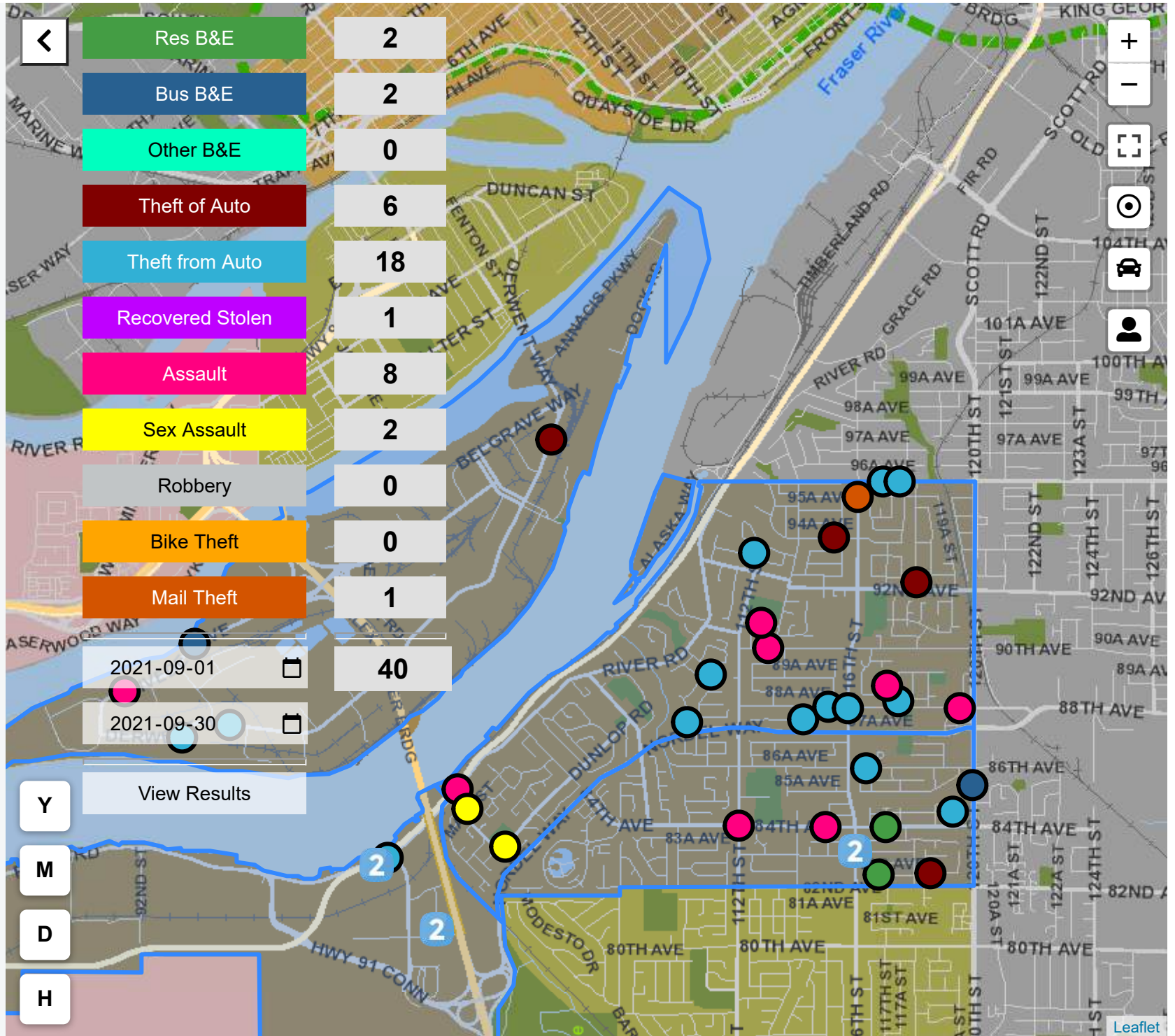
ANNACIS CRIME MAP - SEPTEMBER 2021

RG C.1



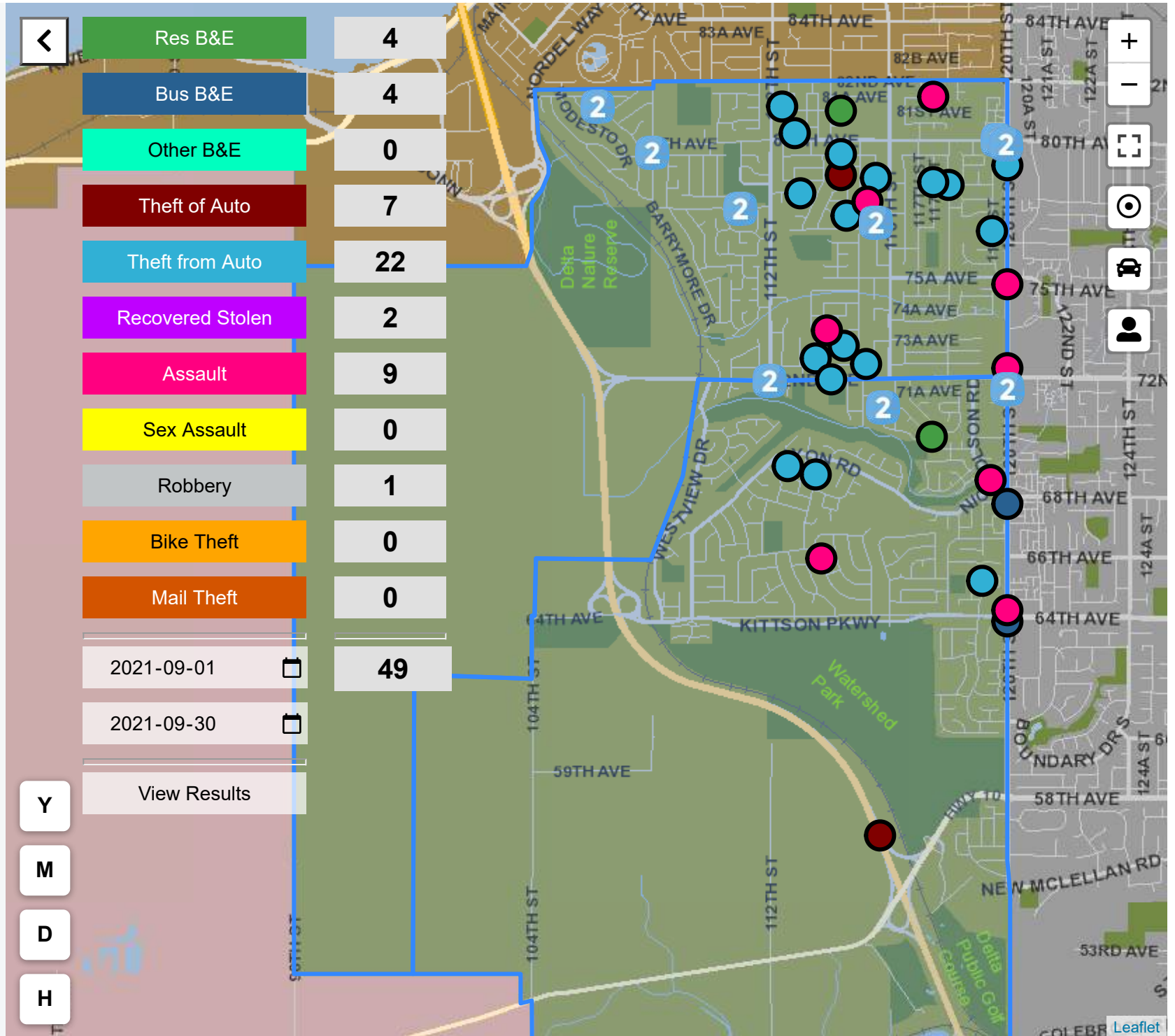
DISTRICT 3 CRIME MAP - SEPTEMBER 2021

RG C.1



DISTRICT 4 CRIME MAP - SEPTEMBER 2021

RG C.1



RG C.2

Delta Police Department Financial Report

For the period ending August 31, 2021

Operating Revenues & Expenditures

	Year to date Actuals	Accrual for Expenditures/ Revenues	Year to Date Actuals (Adjusted)	Year to date Budget	Annual 2021 Budget	YTD Variance (Fav)/Unfav (\$)	YTD Variance (Fav)/Unfav (%)
Expenditures							
Department Support Services	9,334,937	106,645	9,441,582	9,387,416	14,122,500	54,166	0.6%
Community Policing Bureau - Investigative Services	4,319,203	56,089	4,375,292	4,559,524	6,973,500	(184,232)	-4.0%
Community Policing Bureau - Community Services	5,199,523	-	5,199,523	6,193,928	9,465,000	(994,405)	-16.1%
Community Policing Bureau - Patrol Services	9,362,568	-	9,362,568	9,136,180	13,703,000	226,388	2.5%
Police Secondments	2,522,283	-	2,522,283	2,382,632	3,570,000	139,651	5.9%
Ecomm	1,312,382	(151,659)	1,160,723	1,216,664	1,825,000	(55,941)	-4.6%
Wage bank accrual	-	250,000	250,000	-	-	250,000	
Total Expenditures	32,050,896	261,075	32,311,971	32,876,344	49,659,000	(564,373)	-1.7%
Revenues							
Recovered Services	(5,899,564)	(64,467)	(5,964,031)	(5,554,000)	(6,831,500)	(410,031)	-7.4%
Fines and Fees	(454,525)	-	(454,525)	(153,336)	(230,000)	(301,189)	-196.4%
Grants	(1,914,823)	24,428	(1,890,395)	(1,719,664)	(1,754,500)	(170,731)	-9.9%
Other Recoveries and Miscellaneous	(130,656)	-	(130,656)	(60,000)	(90,000)	(70,656)	-117.8%
Transfer to/from Reserve	-	237,791	237,791	(292,000)	(438,000)	529,791	181.4%
Total Revenue	(8,399,568)	197,752	(8,201,816)	(7,779,000)	(9,344,000)	(422,816)	-5.4%
Operating Tax Draw	23,651,328	458,827	24,110,155	25,097,344	40,315,000	(987,189)	-3.9%

Capital

	2021 Actuals	2021 Budget	Variance (Fav)/Unfav (\$)
Expenditures			
Vehicle Purchases - 2021	-	688,000	(688,000)
Vehicle Purchases - 2020 carryover	-	638,000	(638,000)
Armoured Vests, Equipment, Furniture, IT	152,920	377,887	(224,967)
Cannabis Roadside Testing Devices	-	112,000	(112,000)
Total Expenditures	152,920	1,815,887	(1,662,967)

RG C.2

City of Delta
Payroll Overtime Data
As of: 2021-08-31

		2021					2021 Year to Date							2020 Overtime Statistics				
		Overtime	Statutory Holiday	Standby Time	Total Month	Budget Month	Overtime	Statutory Holiday	Standby Time	Total YTD	Budget YTD	Variance YTD	% spent (YTD)	Budget Annual	Overtime YTD	Budget YTD	Overtime Annual	Budget Annual
1199	Police Fleet Mtce (Ops)	207	-	-	207	-	269	-	-	269	-	269	-	-	984	-	984	-
1268	PoliceCommunitySafetyOfficer	-	-	-	-	-	16,135	-	-	16,135	-	16,135	-	-	-	-	-	-
1305	Police Community Support	28,805	-	3,653	32,459	12,417	198,966	321	25,295	224,582	99,336	125,246	149,000	90,847	93,664	219,977	145,500	
1307	Police Comms/Media	758	-	3,033	3,791	834	13,785	-	11,373	25,158	6,672	18,486	10,000	6,890	3,336	14,181	5,000	
1312	Police PublicSafety Operations	-	-	-	-	208	1,671	279	-	1,950	1,664	286	2,500	3,934	1,664	7,823	2,500	
1331	Police TFN Policing	-	-	-	-	583	6,065	284	-	6,350	4,664	1,686	7,000	1,472	4,336	4,149	6,500	
1335	Police Administration	1,475	-	-	1,475	1,250	8,920	217	-	9,137	10,000	(863)	15,000	8,361	6,664	14,450	10,000	
1342	Police Ports Liaison	-	-	-	-	42	-	-	-	-	336	(336)	500	-	336	-	500	
1343	Police BC Justice Institute	-	-	-	-	-	-	-	-	-	-	-	-	702	-	3,540	-	
1345	Police Human Resources	10,519	-	-	10,519	8,958	99,165	1,324	-	100,489	71,664	28,825	107,500	87,682	67,664	152,028	105,000	
1349	Police Drug Section	-	-	-	-	-	-	-	-	-	-	-	-	955	22,000	(5,411)	34,000	
1350	Police Identification Section	-	-	-	-	167	-	-	-	-	1,336	(1,336)	2,000	3,818	1,336	(1,610)	2,000	
1351	Police Fraud Investigation	-	-	-	-	-	-	-	-	-	-	-	-	563	2,664	(2,047)	4,000	
1352	Police General Investigation	1,323	-	434	1,758	2,292	11,835	-	869	12,704	18,336	(5,632)	27,500	22,875	17,336	33,413	27,000	
1353	Police Intelligence Section	652	-	2,304	2,955	1,125	3,612	-	3,955	7,567	9,000	(1,433)	13,500	2,976	2,664	8,963	4,000	
1354	Police DrugInvestigationSuppTm	4,282	-	-	4,282	7,083	24,914	-	2,482	27,397	56,664	(29,267)	85,000	37,648	31,336	67,195	49,000	
1356	Police Major Crimes Section	25,675	-	1,489	27,164	18,125	191,643	-	12,655	204,297	145,000	59,297	217,500	137,195	133,336	190,542	207,000	
1357	Police SeriousCrimes/SexOffenc	(93)	-	372	279	1,250	3,974	-	1,808	5,782	10,000	(4,218)	15,000	32,321	9,336	41,710	14,500	
1358	Police IMPACT (Sec)	1,161	-	481	1,642	2,625	27,269	271	2,412	29,953	21,000	8,953	31,500	14,843	19,664	23,259	30,500	
1359	PoliceProvTrafficProjects(Sec)	-	-	-	-	19,500	24,198	-	-	24,198	39,000	(14,802)	59,000	37,724	39,330	52,226	59,000	
1363	Police IRSU (Sec)	2,901	-	-	2,901	5,167	37,332	297	-	37,629	41,336	(3,707)	62,000	25,348	39,000	47,717	60,500	
1364	Police CFSEU (Sec)	5,187	-	-	5,187	11,708	109,796	1,681	-	111,477	93,664	17,813	140,500	45,794	88,336	99,395	137,000	
1367	Police DCPO ND	-	-	-	-	913	2,103	-	-	2,103	7,304	(5,201)	11,000	994	6,664	2,203	10,500	
1368	Police DCPO Ladner	-	-	-	-	208	-	-	-	-	1,664	(1,664)	2,500	154	1,664	484	2,500	
1369	Police DCPO Tsaw	-	-	-	-	208	163	244	-	407	1,664	(1,257)	2,500	717	1,664	1,394	2,500	
1370	Police School Liaison	465	-	-	465	583	17,878	-	-	17,878	4,664	13,214	7,000	3,149	4,336	6,192	6,500	
1371	Police Reserve Police	-	-	-	-	-	-	-	-	-	21,500	(21,500)	21,500	17,198	20,000	20,000	21,000	
1373	Police Victim Services	-	-	134	134	375	511	-	1,366	1,877	3,000	(1,123)	4,500	4,266	3,000	6,037	4,500	
1376	Police Information & Security	1,848	-	-	1,848	4,333	23,376	321	-	23,697	34,664	(10,967)	52,000	27,185	34,000	31,898	51,000	
1381	Police Truck Enforcement	-	-	-	-	333	496	-	-	496	2,664	(2,168)	4,000	322	2,664	402	4,000	
1382	Police LMD PDS	-	-	-	-	-	-	-	-	-	-	-	-	195	-	195	-	
1383	Police Traffic Section	2,492	-	520	3,011	3,000	23,512	-	6,456	29,968	24,000	5,968	36,000	22,728	26,000	26,834	40,500	
1388	Police Patrol	76,193	8,486	0	84,679	48,917	265,682	62,803	1,769	330,254	391,336	(61,082)	587,000	248,335	368,336	453,146	572,000	
1390	Police Professional Standards	-	-	-	-	292	926	-	-	926	2,336	(1,410)	3,500	1,278	2,000	4,769	3,500	
1524	Police LMTT	3,361	-	-	3,361	4,583	24,920	-	-	24,920	36,664	(11,744)	55,000	11,158	36,664	15,435	55,000	
1540	Police VPD BCMUP (Sec)	2,932	-	-	2,932	-	8,491	-	-	8,491	-	8,491	-	992	-	992	-	
1579	Police Information Technology	437	-	-	437	583	1,857	-	-	1,857	4,664	(2,807)	7,000	4,963	4,664	5,177	7,000	
1584	Police Intelligence Management	-	-	-	-	42	183	-	-	183	336	(153)	500	-	336	-	500	
1594	Police UHU (Sec)	-	-	-	-	-	-	-	-	-	-	-	-	-	8,000	-	12,500	
1596	Police Youth Liaison	1,086	-	-	1,086	292	9,050	-	-	9,050	2,336	6,714	3,500	10,003	2,336	13,517	3,500	
1646	Police Cybercrime	-	-	-	-	-	-	-	-	-	-	-	-	717	3,336	3,410	5,000	
1680	Police Public Information Reps	1,162	1,601	-	2,763	7,576	5,958	12,212	-	18,171	60,608	(42,437)	91,000	18,561	58,992	32,374	88,500	
1681	Police LMD PDS (Sec)	18,469	310	-	18,779	2,583	92,653	2,727	-	95,379	20,664	74,715	31,000	54,088	14,664	93,800	22,500	
1682	Police LMD ERT (Sec)	9,044	-	4,489	13,533	7,125	47,469	528	23,428	71,425	57,000	14,425	85,500	33,281	53,664	62,111	83,500	
1683	Police RTIC-BC (Sec)	-	-	-	-	542	-	696	-	696	4,336	(3,640)	6,500	1,682	4,000	1,769	6,000	
1685	Police TFN Service Team	1,697	652	-	2,349	2,333	8,922	4,350	-	13,272	18,664	(5,392)	28,000	8,712	24,336	12,536	37,500	
1686	Police INSET (Sec)	714	-	-	714	458	5,947	-	-	5,947	3,664	2,283	5,500	1,233	3,336	8,577	5,000	
1687	Police LMD FIS (Sec)	483	-	2,389	2,872	6,125	13,896	1,679	20,938	36,512	49,000	(12,488)	73,500	13,171	46,000	35,110	71,500	
1697	Police TrafficSpecialtyDogUnit	-	-	-	-	458	-	-	-	-	3,664	(3,664)	5,500	-	-	-	-	
Police		203,237	11,049	19,299	233,584	185,196	1,333,543	90,236	114,806	1,538,585	1,386,068	152,517	111.00%	2,069,000	1,048,013	1,314,658	1,810,847	2,020,000

Delta Police Department

Community Safety Plan 2018 - 2022

2021 Quarter 3 (Q3) Overview Key Performance Indicators

CRIME SEVERITY INDEX

The Crime Severity Index (CSI) is an indication of the overall severity of crime.

Goal: Lower than previous year. 2019= 64.59

-12%

CRIMES AGAINST PERSONS

Including Assault, Robbery, Domestic Violence, and Sexual Assault.

Goal: 5% reduction in 3 year average.

-1.5%

CRIMES AGAINST PROPERTY (ALL)

Including Break and Enter, Theft Over/Under \$5,000, Mischief, Theft of/from vehicle.

Goal: 5% reduction in 3 year average.

-8.8%

YOUTH CRIME

Youth (Charged/Suspect Chargeable/Charges Recommended).

Goal: 5% reduction in 3 year average.

31.3%

COLLISIONS (FATAL) 2020

DPD sets a target of ZERO fatalities on our roads.

Goal: 0

0

COLLISIONS (ALL)

Injury and non-injury collisions that require police attendance.

Goal: 5% reduction in 3 year average.

+21.1%

9:18

PRIORITY 1 RESPONSE TIMES

Goal: 8 minutes or less, 80% of the time.

**Delta
POLICE**





MEMO
DELTA POLICE BOARD
Regular Meeting

From: **Jassie Ram**
Date: **October 12, 2021**
Subject: **Wreath Purchase – RCL #61 Remembrance Day Ceremony**

The Royal Canadian Legion #61 will be holding a Remembrance Day Ceremony on November 11, 2021. The Legion notes that this will be a very different Remembrance Day for all Legions and the Legion cannot have a parade or a Ceremony open the public. A limited amount of people have been invited, including the Chief Constable and Mayor George V. Harvie, to keep the number of attendees under 50 at the Cenotaph.

An invoice in the amount of \$47.00 for the purchase of a wreath by the Delta Police Board has been processed as per annual practice. The Chair or Chief Dubord will be laying the labelled wreath on behalf of the Delta Police Board.

Respectfully Submitted:

A handwritten signature in black ink, appearing to read "Jassie Ram".

Jassie Ram
Corporate Planning Manager/Board Liaison
Delta Police Department

Attachments

- A – Invoice from RCL #61

Royal Canadian Legion Branch 61

4896 Delta Street
Delta, British Columbia V4K 2V2
Canada

INVOICE

Invoice No.: 2284
Date: Sep 28, 2021
Ship Date:
Page: 1
Re: Order No.

Sold to:

Delta Police Board
Hillary Madore
4455 Clarence Taylor Drive
Delta, BC V4K 3E2

Ship to:

Delta Police Board
Hillary Madore
4455 Clarence Taylor Drive
Delta, BC V4K 3E2

Business No.:

Item No.	Unit	Quantity	Description	Tax	Unit Price	Amount
		1	Wreath Please make payment to RCL 61 by November 10, 2021. Thank you		47.00	47.00
Shipped By: Tracking Number:					Total Amount	47.00
Comment:					Amount Paid	0.00
Sold By:					Amount Owng	47.00



Compliments for the DPD Team from the Public

No Call too Small

The various pieces of correspondence highlighted in this package have been received either by e-mail to the DPD or through DPD Social Media Channels.



DELTA POLICE DEPARTMENT

From: [REDACTED]
Sent: October 6, 2021 1:50 PM
To: Neil Dubord [REDACTED]
Subject: ciy̓əθamə cən

Hello,

I just wanted to send you a quick note of praise for a couple of your staff. The current DPD TFN Service team has really come a long way in building relationships with Tsawwassen First Nation Membership and Health and Social Services staff. We have not seen this level of collaboration and community support before and there have been countless examples of very positive outcomes coming from this relationship based policing model that I have witnessed over the past 2 years. While I recognize that this type of work setting is not necessarily one that you can be trained for in this line of work, the willingness of these officers to set aside their pride and be open to learning respectfully a new way of working has been inspiring and I am very grateful for the positive direction change that I have noticed. I just thought it deserved recognition as it has been a very positive change, starting with Jeff Miller and Mike Tegart and then trickling down to the other members of the team including Andy Thompson, Sarah Glenn, Brendan Calnan, Chad Bristow and Paul Gibson . It's important work and it has been noticed by the community.

ciy̓əθamə cən

I thank you

[REDACTED]
Manager Health and Social Services

Tsawwassen First Nation

1926 Tsawwassen Drive, Tsawwassen, BC V4M 4G2

[REDACTED] [REDACTED]
Connect with us: www.tsawwassenfirstnation.com [Facebook](#)

-----Original Message-----

From: [REDACTED]
Sent: September 13, 2021 11:38 AM
To: Harvey Sidhu <[REDACTED]>
Subject: Thank you

Morning Harvey, hope you're doing well.

I wanted to connect with you with a note of appreciation for the approach and priority the Delta Police took with respect to the concerns in our neighbourhood. It was great to be able to connect with someone in Delta Police directly, and from the time we initially reached out we were impressed with how serious the concerns were treated, and the follow up provided by the officers. Being able to have the community- based policing presence and "no call too small" approach is a huge benefit of living in Delta, and experiences like this go miles in increasing the community's confidence in our policing.

Thanks again for looking into this for us. Take care and thank you for all that you do for the community.

Eric





44 Canal Center Plaza, Suite 200 | Alexandria, VA 22314, USA | 703.836.6767 or 1.800.THEIACP | www.theIACP.org

September 24, 2021

Chief Neil Dubord
Delta Police Department
4455 Clarence Taylor Crescent
Delta, BC V4K 3E1 Canada

Dear Chief Dubord:

Congratulations on your election to the Executive Committee of the International Association of Chiefs of Police's (IACP) Midsize Agencies Division. You will hold the position of International Regional Chair through the 2023 IACP Annual Conference and Exposition.

As a member of the Executive Committee, you are expected to participate in and contribute to the function of the division, and to serve the best interests of IACP and its membership. This includes reviewing relevant materials, participating in monthly calls, initiating outreach to division members about relevant meetings and projects, and serving as a subject matter expert from whom the IACP leadership and staff can draw advice, strategic insights, and technical expertise.

In addition, Executive Committee members are expected to demonstrate commitment to the IACP through participation in IACP conferences, strategic planning summits, and other IACP activities, as well as promote the benefits of IACP membership to potential members.

I am your first contact for all division work. You may also contact the Member Engagement Team at participate@theIACP.org if you have other questions or concerns. Thank you in advance for your contributions to the IACP and the Midsize Agencies Division.

Sincerely,

Chief Edward J. Walsh, Esq.
Midsize Agencies Division General Chair

President

Chief Dwight E. Henninger
Vail, CO, Police Department

Immediate Past President

Chief Cynthia E. Renaud (Ret.)
Santa Monica, CA, Police Department

First Vice President

Chief John Letteney
Thomasville, GA, Police Department

Second Vice President

Chief Wade Carpenter
Park City, UT, Police Department

Third Vice President

Chief Ken A. Walker
West University Place, TX,
Police Department

Fourth Vice President

Director David B. Rausch
Tennessee Bureau of Investigation

Fifth Vice President

Doug Shoemaker
Grand Junction, CO, Police Department

Vice President At-Large

Chief Sean Duggan
Chandler, AZ, Police Department

Vice President At-Large

Chief Kristen Ziman (Ret.)
Aurora, IL, Police Department

International Vice President

Emmanuel Roux
Head of the International Division
of the French Judicial Police

Vice President-Treasurer

Chief Ronald A. Sellon
Mansfield, MA, Police Department

**General Chair, Division of State
and Provincial Police**

Colonel Matthew Langer
Minnesota State Patrol

**General Chair, Division of State
Associations of Chiefs of Police**

Chief James G. Hicks
Natick, MA, Police Department

**General Chair, Midsize
Agencies Division**

Chief Edward Walsh
Taunton, MA, Police Department

Parliamentarian

Chief Robert Champagne (Ret.)
Peabody, MA, Police Department

**Executive Director /
Chief Executive Officer**

Vincent Talucci, CAE
Alexandria, VA

**Deputy Executive Director /
Chief Operating Officer**

Terrence M. Cunningham
Alexandria, VA

September 2021

September 2021							October 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
5	6	7	1	2	3	4	3	4	5	6	7	1	2
12	13	14	8	9	10	11	10	11	12	13	14	8	9
19	20	21	15	16	17	18	17	18	19	20	21	22	23
26	27	28	22	23	24	25	24	25	26	27	28	29	30
			29	30			31						

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Aug 29	30	31	Sep 1	2	3	4
5	6 Labour Day	Suicide Prevention Week - NO EVENT				11 911 Police Officers Memorial Ride Tswn Mills to Peace Arch Muster at 8:30 Leave Tswn Mills at 9:30am
12	13	14	15	16 Police Board Meeting (ND Arts Centre 9am - 12:00)	17	18
19	20 Cops for Cancer Kick off BBQ HQ-Ladner Riders arrive at 12:15pm \$5 donation for lunch	21 International Day of Peace Rotary Club 3:00pm Tswn Town Centre Mall	22	23	24	25
26 BC Law Enforcement Memorial Victoria Legislature 1PM	27	28 Governance Committee Meeting (9am - 10am)	29	30 Day for Truth and Reconciliation - NO EVENT	Oct 1	2

October 2021

October 2021							November 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
3	4	5	6	7	1	2	7	1	2	3	4	5	6
10	11	12	13	14	8	9	14	8	9	10	11	12	13
17	18	19	20	21	15	16	21	15	16	17	18	19	20
24	25	26	27	28	22	23	28	22	23	24	25	26	27
31					29	30		29	30				

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Sep 26	27	28	29	30	Oct 1	2
3	4	5 Proposed Joint PB / Police Exec Meeting (PSB EOC 9 - 11)	6	7	8	9
10	11 Thanksgiving	12	13 Governance Committee 9-10:30 HR Committee 8 -9	14	15	16
17	18 Board/Council Meeting 4PM	19 Webinar "Belonging in Victoria: Muslim Voices for Change" (7pm-9pm)	20 Police Board Meeting Arts Center (9:00 am - 12:00)	21	22	23
24	25 TFNST Information session 10-11	26	27	28 DPD Awards Ceremony (Tsawwassen Springs Photos at 5:00 pm Ceremony	29	30
31	Nov 1	2	3	4	5	6

November 2021

November 2021							December 2021						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
7	1	2	3	4	5	6	5	6	7	1	2	3	4
14	8	9	10	11	12	13	12	13	14	15	16	17	18
21	15	16	17	18	19	20	19	20	21	22	23	24	25
28	22	23	24	25	26	27	26	27	28	29	30	31	

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Oct 31	Nov 1	2 Anniversary of Sgt. Ron McKay Death - No Event	3	4	5	6
7	8	9	10	11 Remembrance Day - Event Info to follow	12 TSDU Demo at PSB 1:00pm	13
14 Diwali	15	16 International Day of Tolerance - No Event	17	18	19	20
21	22	23	24 Police Board Meeting Arts Centre (9 am - 12:00)	25 International Day for Elimination of Violence Against Women - no event	26	27
28	29 Hannukah Starts	30	Dec 1	2	3	4

December 2021

December 2021							January 2022						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
5	6	7	1	2	3	4	2	3	4	5	6	7	1
12	13	14	8	9	10	11	9	10	11	12	13	14	8
19	20	21	15	16	17	18	16	17	18	19	20	21	15
26	27	28	22	23	24	25	23	24	25	26	27	28	22
			29	30	31		30	31					29

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Nov 28	29	30	Dec 1	2	3	4
5 International Volunteer Day - no event	6	7 Governance Committee (9am - 10am) HR Committee (8am - 9am)	8 Finance Committee 8am Police Staff Christmas Lunch	9	10 Human Rights Day - no event	11
12	13	14	15 Police Board Meeting 9am-12pm	16	17	18
19	20	21	22	23	24	25 Christmas Day
26 Boxing Day	27	28	29	30	31	Jan 1, 22

DELTA POLICE BOARD**REGULAR - Action Document***Note: shaded items will be removed after one circulation*

ACTION ITEM	Meeting Date	Assigned to	Status
E.3a Priority items – Conference Sponsorship Staff to confirm with CAPG they are not sharing our email list as per verbiage on p11 of CAPG sponsorship prospectus	September 16, 2021	Staff	Complete. Email sent to CAPG, response received confirming they are NOT sharing email lists.
E.3b Priority items – CAPG Advise CAPG that DPB won't be attending AGM or Conference related events on Sept 30 due to Truth and Reconciliation day	September 26, 2021	Staff	Complete. CAPG advised.
E.6 E-COMM Request Finance Director (as E-Comm rep) report to Police Board on a quarterly basis	September 26, 2021	Staff	
G.1 Photo of the Board Arrange for group photo	September 26, 2021	Staff	Photo was scheduled for October meeting but rescheduled to November due to the Chair not being available.

MEMO TO DELTA POLICE BOARD

Regular

From: **Neil Dubord, OOM, AdeC**
Date: **October 13, 2021**
Subject: **E-Comm Services Update**

E-Comm 911 (E-Comm) provides emergency and non-emergency call-taking and dispatching services to the Delta Police Department (DPD). To ensure standardized and responsive call-taking services for Delta citizens, the DPD established service standards for E-Comm to answer 88% of emergency calls within ten seconds and 80% of non-emergency calls with three minutes.

Unfortunately, E-Comm has not consistently been able meet the established service standards. The DPD is aware that some Delta citizens have experienced long wait times to speak with an E-Comm call-taker, especially on the non-emergency line and have expressed their concerns to the DPD about the delays. E-Comm has noted that insufficient budgeting and associated staffing levels have contributed to the delays.

The DPD remains committed to working with E-Comm to ensure that service level targets for Delta can be met, providing timely response to a citizen, whether they are in an emergency or non-emergency situation. Other options to alleviate the delays are also being considered including the promotion of the online reporting system.

Respectfully Submitted:



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

**Delta Police Department
BOARD REPORT
Regular Meeting**



From: **Jassie Ram**

Date: **October 12, 2021**

Indigenous Land Acknowledgment: E-mail Signature

▪ **RECOMMENDATION:**

THAT the Delta Police Board approve the use of an Indigenous Land Acknowledgement for Board member e-mail signatures.

▪ **PURPOSE:**

To recommend that the Delta Police Board adopt an Indigenous Land Acknowledgement (Land Acknowledgement) for optional use in Board e-mail signatures.

▪ **DISCUSSION:**

In June 2021, the Delta Police Board approved for a Land Acknowledgement to be read before any public meetings, presentations or celebrations in Delta that the Board hosts. The Land Acknowledgement of traditional territory serves to display respect and recognition for the First Nations groups that once inhabited or currently inhabit the lands upon which the meeting is being held.

Similarly, as a sign of respect and recognition, many organizations have begun using Land Acknowledgements in e-mail signatures. The Delta Police Department (DPD), too, in September 2021, adopted this practice. A member of the Delta Police Board has also brought forward a request for optional utilization of the Land Acknowledgement in Board e-mail signature.

This continued recognition of First Nations presence is an essential element in establishing meaningful relationships with our community partners and paving the path toward reconciliation. The Land Acknowledgement being proposed for e-mail signatures comes from the original Land Acknowledgement that the Board currently uses to initiate meetings/events and was developed by the DPD with the input and approval of the Tsawwassen and Musqueam First Nations.

Land/Territory Acknowledgement for E-mail Signature:

In acknowledgement of the shared, traditional, ancestral, and unceded territories of the s̓cəw̓aθən (Tsawwassen), xʷməθkʷəy̓əm (Musqueam), and other Coast Salish Peoples

▪ **IMPLICATIONS:**

There are no financial implications for this report.

▪ **RELATED POLICY:**

There is no policy related to this report.

▪ **CONCLUSION:**

To foster a culture of respect and recognition, it is recommended that Board members, upon Board approval, consider utilizing the above e-mail signature Land Acknowledgment in addition to the Land Acknowledgement being read before any public meetings, presentations or celebrations in Delta that are hosted by the Delta Police Board.

Respectfully Submitted:

A handwritten signature in black ink, appearing to read 'Jassie Ram', written over a faint circular stamp.

Jassie Ram
Corporate Planning Manager/Board Liaison
Delta Police Department

MEMO TO DELTA POLICE BOARD

Regular Meeting

From: **Neil Dubord, OOM, AdeC**
Date: **October 12, 2021**
Subject: **Alexa's Team Recipients 2020**

In 2009, the Middelaer family created the Alexa's Team in partnership with the BC Road Safety Foundation and ICBC. Alexa's Team is a recognition program named in honour of four-year-old Alexa Middelaer, who was killed in 2008 by an impaired driver in Delta. Alexa's Team recognizes police officers for their dedication and efforts to take impaired drivers off BC roads. Officers who complete a minimum of 12 alcohol and/or drug-impaired driving investigations in a single year are added to the Team.

Six Delta Police officers were named to the Alexa's Team for 2020, including Constables Ganesh Krishnan, Brandon Orser, Nav Bring, Scott McClure and Acting Sergeant Grayson Smith.¹

Collectively, the DPD officers named to the 2020 Alexa's Team took over 138 impaired drivers off Delta's roads. By taking these drivers off the roads, DPD officers averted potential crashes, prevented individuals from sustaining devastating injuries and most importantly, saved families from having to face the excruciating pain of losing a loved one, just as Alexa Middelaer's family did.

Road safety continues to emerge as one of the top priorities for our community, as the DPD has learned through community consultations and outreach. I am proud of the dedication and commitment of the DPD team to road safety in our community and contributions to Alexa's legacy.

Respectfully Submitted:



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

¹ Name of sixth officer being withheld due to undercover work.

MEMO TO DELTA POLICE BOARD

Regular Meeting

From: **Neil Dubord, OOM, AdeC**
Date: **October 12, 2021**
Subject: **THIS Is Where You Belong Calendar Contest**

The Delta Police Department (DPD), in partnership with The Harmony Initiative Society (THIS), the Delta Police Foundation (DPF), and the Delta School District launched the *THIS Is Where You Belong* calendar contest on October 1, running until October 24.

The calendar contest is a joint initiative to raise awareness and promote community harmony, compassion and belonging for all in our community while highlighting the work and creativity of our community members.

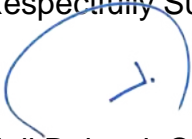
The contest is open to everyone in the community, and twelve winning artwork entries—selected by a community panel facilitated by THIS—will be published into a community calendar. The calendar will be sold throughout the community, and all proceeds from calendar sales will be donated to the Boys and Girls Clubs in Delta (Winskill Club, Wintemute Club and Hillside Club). Calendar sales are expected to begin during the Christmas season.

Using art as a medium, and the calendar as a mode of delivery, every month, through a different image, the calendar will aim to inspire dialogue about the importance of inclusion in our community. It will remain a centrepiece of many homes for the entire calendar year of 2022. Additionally, artwork received as part of the contest will be displayed at the Tsawwassen Mills Mall.

All participants will receive a Harmony Bracelet, and the overall winner will receive an Apple iPad. Further contest rules and guidelines can be found in Attachment A.

The DPD is proud to be a leader in this community-building initiative to promote the inclusion of all in our community.

Respectfully Submitted:



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

Attachment

- A – Contest Rules and Guidelines



Visual Arts Calendar Contest

Open to ALL Delta and
Tsawwassen First Nation residents.
Submit painting & drawing entries.
Receive a Harmony Bracelet.

AN INITIATIVE TO PROMOTE COMMUNITY
HARMONY, COMPASSION AND BELONGING
FOR ALL IN THE COMMUNITY.

The Delta Police Department (DPD), the
Harmony Initiative Society (THIS), the Delta
School District and the Delta Police Foundation
are proud to present the “THIS is Where You
Belong” calendar contest.

WIN
AN APPLE
iPAD

For more information and to enter, visit: deltapolice.ca/winiPad

Contest Rules & Guidelines


The “THIS is Where You Belong” calendar contest is an initiative to encourage the creation of visual art that will raise awareness and support the inclusion and sense of belonging of all individuals in our community. The contest is also about highlighting the creativity of our community. Twelve (12) winning artwork entries will be printed in a calendar.

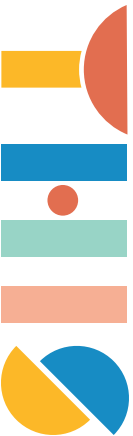
The calendar will be sold in the community by THIS, with proceeds being donated to the Boys and Girls Clubs in Delta.

Contest Purpose	Submission/Entry Guidelines	Contest Rules & Deadline
<p>Purpose The purpose of the contest is to bring awareness to diversity, inclusion and acceptance of all individuals in the community through visual art.</p> <p>Generating Dialogue Using art as a medium and a calendar as mode of delivery, the THIS Is Where You Belong contest will generate dialogue about the importance of inclusion, and will remain as a centerpiece of many homes for the entire calendar year in 2022.</p> <p>Conversations about inclusion It is the hope that each month's image will inspire a conversation on the importance of inclusion in our community.</p>	<p>Review Rules Please review all contest rules and guidelines before submitting your artwork.</p> <p>Upload Artwork Complete your artwork (painting or drawing) using the template on page 4 of this package. Go to www.deltapolice.ca/winiPad Complete the online Submission, Consent & Release Form. Take a photo of your artwork or scan your artwork & upload to the website.</p> <p>Save Original Copy Please save the original copy of your artwork. If your artwork is selected for printing in the calendar, we will need the original copy. Arrangements will be made to pick up this artwork.</p>	<p>Contest Rules Only one (1) entry per person Entries from the following visual arts are accepted: Paintings or drawings The artwork must be completed on the template provided on page 4 of this package.</p> <p>Connection is the Theme The artwork must reflect how our community embraces inclusion and acceptance of all individuals following the contest's theme of THIS Is Where You Belong. You must explain in one sentence on the online submission form how the artwork represents the contest theme: THIS Is Where You Belong.</p> <p>Submission Deadline Submissions must be received by October 24, 2021.</p>

Contest Rules & Guidelines

Continued...

Winning Artwork Selection	Prizes for Winners & Everyone	Eligibility & Copyright
<p>Selection Pannel A community panel facilitated by THIS will select the winners.</p> <p>Number of Winners A total of 12 winners will be chosen, with one winner for each month.</p> <p>Winning Categories One winner will be chosen from each of the following three categories:</p> <p>*Aspiring Artist: up to 12 years of age</p> <p>*Emerging Artist: ages 13-17 years</p> <p>*Inclusive Artist: open to all ages</p> <p>Overall Winner There will be an Overall Winner selected from the entirety of the submissions.</p>	<p>Overall Winner The Overall Winner will receive an Apple iPad.</p> <p>Category Winners The three category winners and the balance of the winners whose artwork is selected for printing in the calendar will receive prizes.</p> <p>All Submissions ALL submissions will receive a multicolored Harmony Bracelet (similar to photo below)</p> 	<p>Eligibility Embracing the theme of inclusion, the contest is open to all residents of Delta and Tsawwassen First Nation.</p> <p>Eligibility The artist will not retain sole copyright for their artwork.</p> <p>Reproduction rights The Delta Police Department, THIS and the Delta Police Foundation will have unlimited reproduction rights to all contest submissions.</p> <p>Display at Tsawwassen Mills Mall Artwork received will be displayed at the Mall during the Christmas season.</p>



IS WHERE YOU BELONG Visual Arts Calendar Contest

Attachment A
Open to ALL Delta and
Tsawwassen First Nation residents.
Submit painting & drawing entries.
Receive a Harmony Bracelet.

ARTWORK SUBMISSION TEMPLATE

Please use the below template or a
paper/material of your choice that meets
the below template's dimensions to draw
or paint your artwork submission.

NAME _____

AGE _____

EMAIL _____

PHONE NUMBER _____

RG G.2

MEMO TO DELTA POLICE BOARD

Regular Meeting

From: **Cst. Joel Thirsk**
Date: **October 13, 2021**
Subject: **Understanding the Use of Personal Pronouns – Being Inclusive**

The below information is intended to provide a general understanding of the use of personal pronouns to be inclusive, as requested by the Board. I do want to note that I am not an expert but continue to learn about the use of personal pronouns.

The use of correct personal pronouns enables people to feel seen for who they are. The most common pronouns are: she/her, he/him, and they/them. Consider how we no longer hear the expression “*I don’t see colour*” because it implies that, as a white individual, in this case, the individual doesn’t see the perspectives of those who look different. It implies that the individual doesn’t see the struggles of others, either.

Most Canadians were raised with the understanding that when they meet someone new, they should address them as “sir” or “ma’am” to be respectful, or perhaps “Ms. so-and-so or Mr. so-and-so.” This thinking is not wrong, provided you know the individual that you are talking to. This is why it is also important not to assume someone’s gender identity – be it in person, by phone, or e-mail.

The same is true for personal pronouns. Addressing a crowd “*good morning ladies and gentleman*” could exclude someone who doesn’t identify as either, but “*good morning everyone*” hits the mark. At times, by trying to be respectful, polite, courteous, or formal, based on previous cultural norms, can have the opposite effect in modern settings. And that is why it is essential to remember intent versus impact. While the intent is likely not to offend, the impact may do just that.

We have seen the use of pronouns in various professional settings, such as e-mail signature, Zoom usernames, business cards, meeting plackets etc. The use of personal pronouns in such settings is to avoid asking one’s pronoun, which is not polite. Thus, offering it ahead of time shows courtesy.

And, if you make a mistake: Apologize, Correct, Try Again (ACT). The Trans community, specifically, has said that if one is seen as trying, they are likely to outperform what is expected of them. Thus, this is a win-win scenario.

A general rule of thumb: if someone introduces themselves as “Ted” – call them “Ted” – one generally cannot go wrong with calling someone by the name they give.

Respectfully Submitted:



Cst. Joel Thirsk
Diversity Liaison Officer
Delta Police Department

**Delta Police Department
BOARD REPORT
Regular Meeting**



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

Date: **October 12, 2021**

Online Reporting – One Year Update

▪ **RECOMMENDATION:**

THAT the Delta Police Board receive this report for information.

▪ **PURPOSE:**

To provide an update on the Delta Police Department's (DPD) Online Reporting system.

▪ **DISCUSSION:**

On October 1, 2020, the Delta Police Department (DPD) launched an Online Reporting (OR) tool for the community to file electronic reports on non-emergency matters. The OR system aims to provide flexibility and options in reporting crime and enhances efficiency within DPD operations.

The OR system is somewhat restrictive in the types of reports it accepts and currently only accepts :

- Vandalism
- Fraud under \$5000
- Lost Property
- Found Property
- Community Concern
- Traffic Incident

The OR system adds value to the DPD's "No Call Too Small" philosophy that the community expects and that the DPD prides itself on as it's a mechanism of convenience for the community to let us know about the little things. All calls for service reported through the OR system are reviewed and dispatched for officer attendance. The OR system provides another communication tool for the public to connect with DPD. The flow of a call through the OR system is the same as a call to the non-emergency line and no reports will be concluded digitally.

During the first year of operation (October 1, 2020 to September 30, 2021), the DPD received 255 online crime reports. 46 of these reports were received in the last quarter of 2020 and 209 were received from January to September 2021, with an average of 23 reports received monthly.

The OR system is a valuable tool and the DPD will be looking for methods to further encourage and promote the use of the OR system, where applicable, to alleviate some of the delays our community faces when calling the non-emergency line (answered by E-Comm).

▪ **IMPLICATIONS:**

There are no financial or other implications associated to this report.

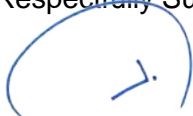
▪ **RELATED POLICY:**

There are no policies associated to this report.

▪ **CONCLUSION:**

The OR system is a valuable tool and the DPD will be looking for methods to further encourage and promote the use of the OR system, where applicable, to alleviate some of the delays our community faces when calling the non-emergency line (answered by E-Comm).

Respectfully Submitted:



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