

DELTA POLICE BOARD

OPEN MEETING AGENDA



Date 2022-12-14
Time 09:00 am
Location Council Chamber - Delta City Hall
 4500 Clarence Taylor Crescent, Delta, BC

A. CALL MEETING TO ORDER

This meeting is taking place on the shared, traditional, ancestral, and unceded territories of the scə́waθən (Tsawwassen), xʷməθkʷəy̓əm (Musqueam), and other Coast Salish Peoples. We extend our appreciation to these First Nations for the opportunity to hold this meeting here today.

B. ADOPTION OF THE AGENDA

1. Adoption of the Open Agenda – December 14, 2022

C. APPROVAL OF MINUTES

1. Approval of the Open Meeting Minutes – November 23, 2022

D. DELEGATIONS/PRESENTATIONS

2. DPD Major Crime Section Overview

E. CONSENT ITEMS

1. Crime Statistics & Crime Maps – November 2022 ▀
2. Financial Reports – October 2022 ▀
3. Correspondence – *No items*
4. For Information ▀
 - a. Police Board Events Calendar
 - b. Public Compliments
 - c. 2023 Police Board Meeting Calendar Update
 - d. Letter from the BC Office of Human Rights Commissioner to BC School Trustees re: School Liaison Officer Programs

F. FOLLOW UPS

1. Action Document ▀
2. Business Arising Out of Minutes

G. REPORTS & PRIORITY ITEMS

1. Chief's Report
 - a. Chief Constable Monthly Activity Report – November 2022 ▀
 - b. School Liaison Officer Program Update
 - c. External Communications Update ▀
 - d. Non-Emergency Call-Taking Update ▀
2. Board Professional Development Overview ▀
3. CAPG
 - a. Updates
4. BCAPB
 - a. BCAPB Membership Renewal (2023)
 - b. Updates

H. NEW BUSINESS

Items as requested by the Board

I. NEXT MEETING

The next meeting of the Delta Police Board will be held on January 18, 2022.

J. MOTION TO CONTINUE MEETING IN PRIVATE

In accordance with the *Police Act (S.69(2))*, a portion of a meeting may be held in private if any of the following are expected to arise:

- a) a matter concerning public security, the disclosure of which could reasonably be expected to seriously impair effective policing or law enforcement;
- b) a matter concerning a person's financial or personal affairs, if the person's interest in the matter outweighs the public's interest in the matter;
- c) a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter;
- d) a matter concerning information that a person has requested he or she be allowed to give in private to the Board or committee.

K. MOTION TO ADJOURN THE OPEN MEETING

OP C.1
A DELTA POLICE BOARD
Open Meeting Minutes



Date 2022-11-23
Time 09:00 AM
Location North Delta Centre for the Arts

Minutes of the Open Meeting held Wednesday, November 23, 2022, at 9:00 am in the North Delta Centre for the Arts, 11425 84th Avenue, Delta, British Columbia.

Present

Mayor George Harvie, Chair	Neil Dubord, Chief Constable
Annette Garm, Vice-Chair	Michelle Davey, Deputy Chief
Lara Victoria	Harj Sidhu, Deputy Chief
Sharan Oberoi	Jassie Ram, Corporate Planning Manager
Ian Tait	Volker Helmuth, Legal & Risk Management Manager
Firth Bateman	Sharon Sparrow, Board Secretary

Guests:

*Chief Laura Cassidy, TFN
Andrea Jacob, TFN*

Regrets

Dr. Karen Hossack

A. Call Meeting to Order

Meeting called to order at 9:03 am
The Chair began the meeting with the indigenous land acknowledgement.

B. Adoption of Agenda

1. **Adoption of the Open Agenda of November 23, 2022**

MOVED / SECONDED

THAT the Delta Police Board approve the Open Agenda of November 23,, 2022, as presented.

CARRIED UNANIMOUSLY

C. APPROVAL OF MINUTES

1. **Approval of the Open Meeting Minutes – September 21, 2022**
2. **Approval of the Open Meeting Minutes – October 18, 2022**

MOVED / SECONDED

THAT the Delta Police Board approve the minutes of the Open Meetings of September 21, 2022 and October 18, 2022.

CARRIED UNANIMOUSLY

D. DELEGATIONS/PRESENTATIONS

1. **Introducing Chief Laura Cassidy of Tsawwassen First Nation (TFN)**

The Chair introduced Chief Laura Cassidy and gave a brief bio. Chief Cassidy spoke of the strong relationship between the Delta Police Department (DPD) and the TFN.

MOVED / SECONDED

THAT the Delta Police Board write to the Province requesting the appointment of Chief Laura Cassidy to the Delta Police Board as a representative of Tsawwassen First Nation.

CARRIED UNANIMOUSLY

ACTION: Staff to draft a letter requesting appointment of Chief Laura Cassidy to the Delta Police Board, obtain the Chair's approval/signature and forward to the Province.

2. **B.C. Police Officer Commission Presentation to Chief Dubord**
The Chair presented Chief Dubord with BC Police Officer Commission.

E. CONSENT ITEMS

1. **Crime Statistics & Crime Maps October 2022**
2. **Financial Reports September 2022**
3. **Correspondence**
 - a. Response from Minister Farnworth regarding JIBC funding
4. **For Information**
 - a. 2023 Updated Police Board Calendar
 - b. Police Board Events Calendar
 - c. New Police Foundation Member
 - d. Public Compliments

Items pulled E.1 & E.2

E.1 - Traffic incidents are on the rise due to increase in traffic, time of year, construction and lack of daylight.

E.1 – Cyber Crime awareness month. The Board would like this as a priority item, not only for cyber awareness month, for future year awareness and campaigns.

E.2 \$115,000 impact was due partially to the unbudgeted Day of Mourning, September 19, 2022, to mark the passing of Her Majesty Queen Elizabeth II and other factors relating to the reserve.

MOVED / SECONDED

THAT the Delta Police Board receives items E.1 to E.4 for information and approve where required, as noted in the memos/reports.

CARRIED UNANIMOUSLY

F. FOLLOW UPS

1. **Action Document**
2. **Business Arising Out of Minutes**

G. REPORTS & PRIORITY ITEMS

1. **Chief's Report**
 - a. Chief Constable Monthly Activity Report – October 2022
 - b. BC Fugitive Return Program (BCFRP)
 - Chief Dubord supplied background information on the BCFRP, a provincially funded program. The program is run by BC RCMP E Division and the DPD has a liaison who works with them. The BCFRP receives funding from the Civil Forfeiture Office (CFO) to support the program.

MOVED / SECONDED

THAT the Delta Police Board draft a letter to the Premier requesting the BC Government work with neighboring Provinces to create efficiencies and resolve barriers to extend out of Province warrants to the jurisdiction where the alleged offence was committed.

CARRIED UNANIMOUSLY

ACTION: Staff to draft a letter to Premier requesting the BC Government work with neighboring provinces to create efficiencies and resolve barriers in the extension of out of province warrants.

- c. Overview of DPD Participation in Integrated Policing Units
 - Chief Dubord spoke on the integrated teams that the DPD participate in, as noted in the attached Open Agenda package. These integrated programs allow DPD to continue with the “No Call too Small” philosophy as well as deliver the service when required with these teams.
- d. Body-Worn Camera Program Update
 - The cost of for data storage is \$650 per officer/per year as per the Provincial Digital Evidence Management System (DEMS) is whether we use/store data from the BWC or not. The cost for BWC is approximately \$1,200 per officer (once every 5 years) or \$600 per officer for two officers. A full report is coming to the December meeting with recommendations.
- e. Halloween 2022 Update
 - Investigation continues, requesting information and video from citizens, the school board has been integral in assisting in the investigation. Council supported a motion to implement a change to the bylaw. There will be changes to an investigative angle and proactive steps for next year.
- f. Moms Stop the Harm – Banners Display at DPD
 - Network of Canadian mothers who have lost children to addiction and overdoses. The banner is to alleviate stigma of drug overdose and bring awareness to the community. Banners will be displayed at DPD Headquarters in Ladner and in North Delta. Chair requested the banners for City Hall. The program organizer will be given the contact at the City of Delta

2. Board Education/Training Updates

- a. Crown Agencies and Board Resourcing Office (CABRO) Governing in Public Interest Conference
 - Vice Chair Annette Garm gave an update on the CABRO conference attended by DPD Board members on November 10th. This conference was primarily around EDI and networking.
- b. Law of Policing Pre-Conference Workshop on Governance
 - Vice-Chair Annette Garm gave an update on the pre-conference as noted in the Open Agenda Package.

3. CAPG Updates

Firth Bateman gave a verbal update.

4. BCAPB Update

- a. BCAPB 2023 Conference/AGM Save the Date
Conference will be May 25 and 26, 2023.

ACTION: Staff to forward BCAPB Conference save the date to Board members.

- b. Other Updates –
Board Member Lara Victoria gave an update on the last BCAPB meeting. Most of the discussion was around E-Comm, and the BCACPB have drafted a letter looking for support from respective Police Departments to send letters to the Province expressing their dissatisfaction with E-Comm. (draft letter was distributed to board members).

ACTION: Board members ro forward feedback regarding draft BCAPB E-Comm letter to Lara Victoria

H. New Business

No new business

I. Next Meeting

The next meeting of the Delta Police Board will be held on October 18, 2022.

J. MOTION TO CONTINUE MEETING IN PRIVATE

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OP C.1

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- c) a matter concerning labour contract discussions, labour management relations, layoffs or another personnel matter;
- d) a matter concerning information that a person has requested he or she be allowed to give in private to the board or committee.

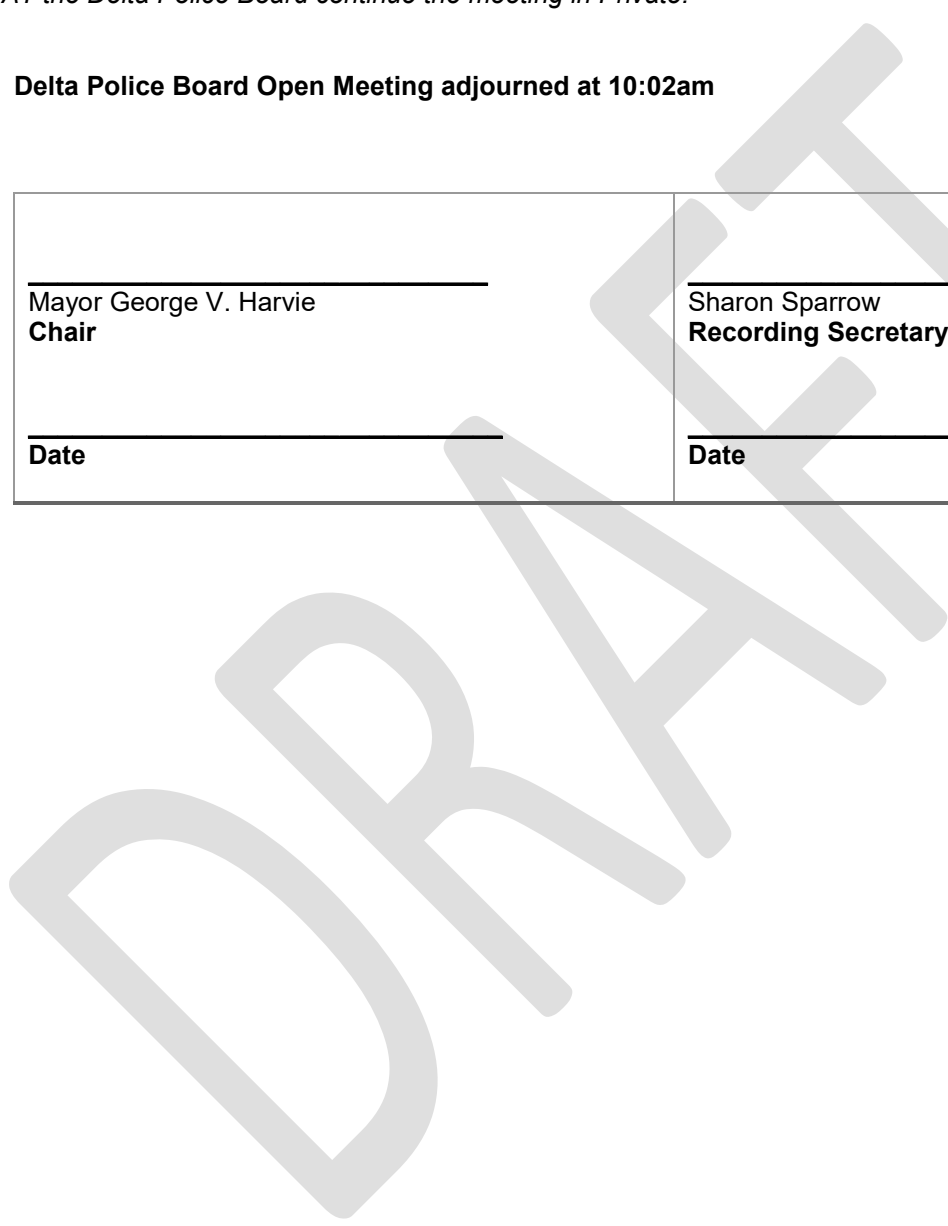
MOVED / SECONDED

THAT the Delta Police Board continue the meeting in Private.

CARRIED UNANIMOUSLY

Delta Police Board Open Meeting adjourned at 10:02am

<hr/> Mayor George V. Harvie Chair	<hr/> Sharon Sparrow Recording Secretary
<hr/> Date	<hr/> Date



Monthly Police Board Statistics Report

November 2022

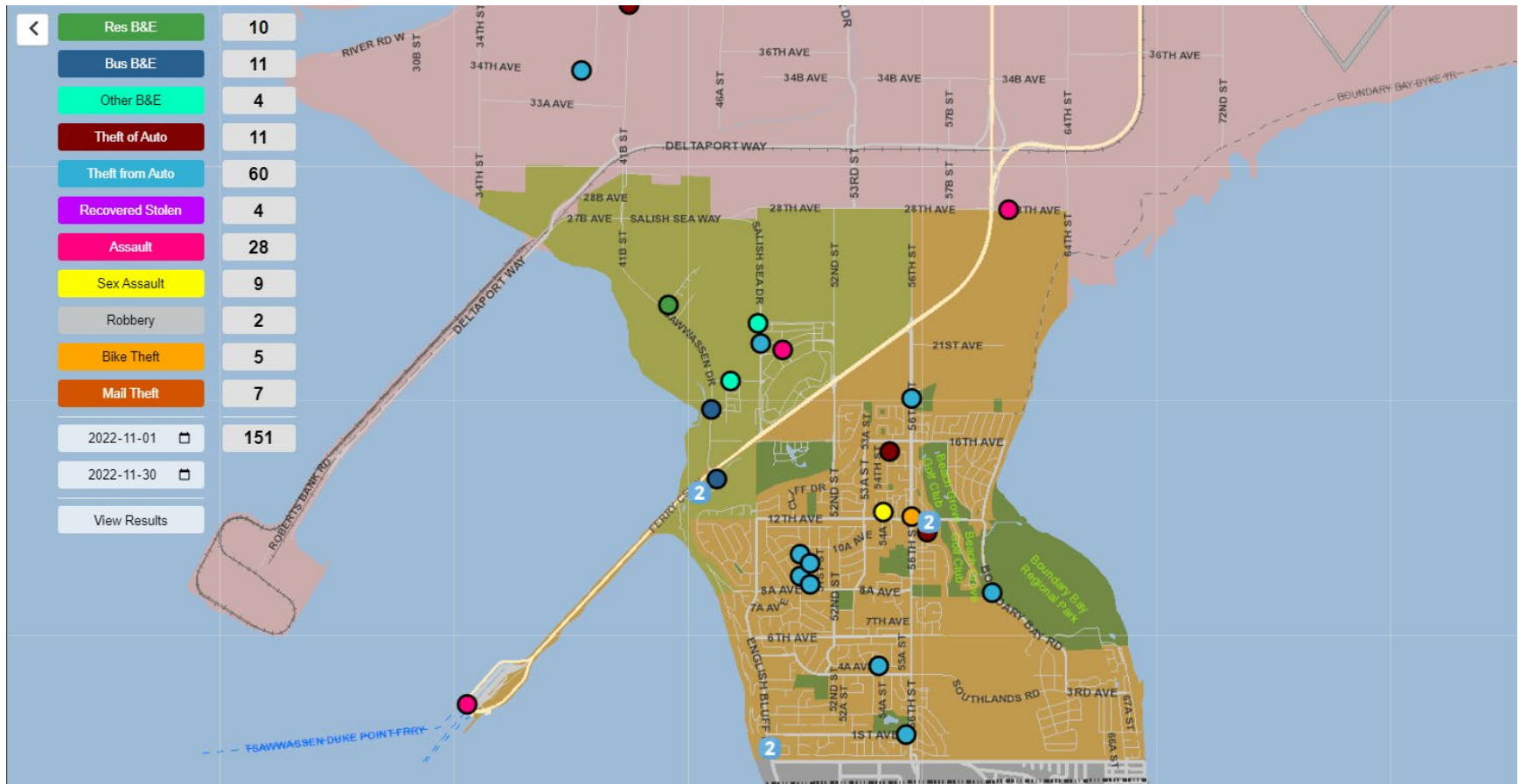
Crime Type	Oct-22	Nov-22	Nov 3YR AVG	YTD 2021	YTD 2022	YTD 3YR AVG	Trend	YTD % Change 3YR Avg
Person Offences								
Homicide	0	0	0	1	1	0	▶	0%
Attempted Homicide	0	0	0	1	0	2	▼	-100%
Sexual Assault (Level I)	3	5	4	42	48	40	▲	20%
Sexual Assault (Level II, Level III)	1	2	4	16	18	23	▼	-22%
Total Assaults (Common, Weapon, Aggravated)	27	35	32	269	303	311	▼	-3%
Robbery	4	2	4	13	28	21	▲	33%
Violent Offences - Other	3	1	2	18	25	26	▼	-4%
Person Offences - Other	29	36	28	242	366	251	▲	46%
Total Person Offences	67	80	70	586	772	654	▲	18%
Property Offences								
Break & Enter - Commercial	13	18	12	104	106	109	▼	-3%
Break & Enter - Residential	10	6	16	112	102	133	▼	-23%
Theft of Vehicle	11	10	10	79	91	99	▼	-8%
Theft from Vehicle	69	60	62	647	578	637	▼	-9%
Theft Over/Under \$5000	94	100	87	736	862	883	▼	-2%
Mischief to Property Over/Under \$5000	56	68	51	487	526	488	▲	8%
Total Property Offences	295	309	277	2553	2691	2745	▼	-2%
Traffic Offences								
Fatal MVI	1	1	1	3	4	3	▲	33%
Collisions (All)	91	125	107	950	1088	873	▲	25%
Other Offences								
Intimate Partner Violence	10	17	13	93	112	117	▼	-4%
Youth (*Excludes Traffic Offences)	5	9	8	60	47	63	▼	-25%
Weapon Violations	4	4	6	101	53	69	▼	-23%
Cybercrime	32	50	29	526	622	391	▲	59%
False Alarms (Dispatched)	45	47	67	548	471	681	▼	-31%
TOTAL CALLS FOR SERVICE	2,302	1,864	2,065	24,424	23,108	24,812	▼	-7%

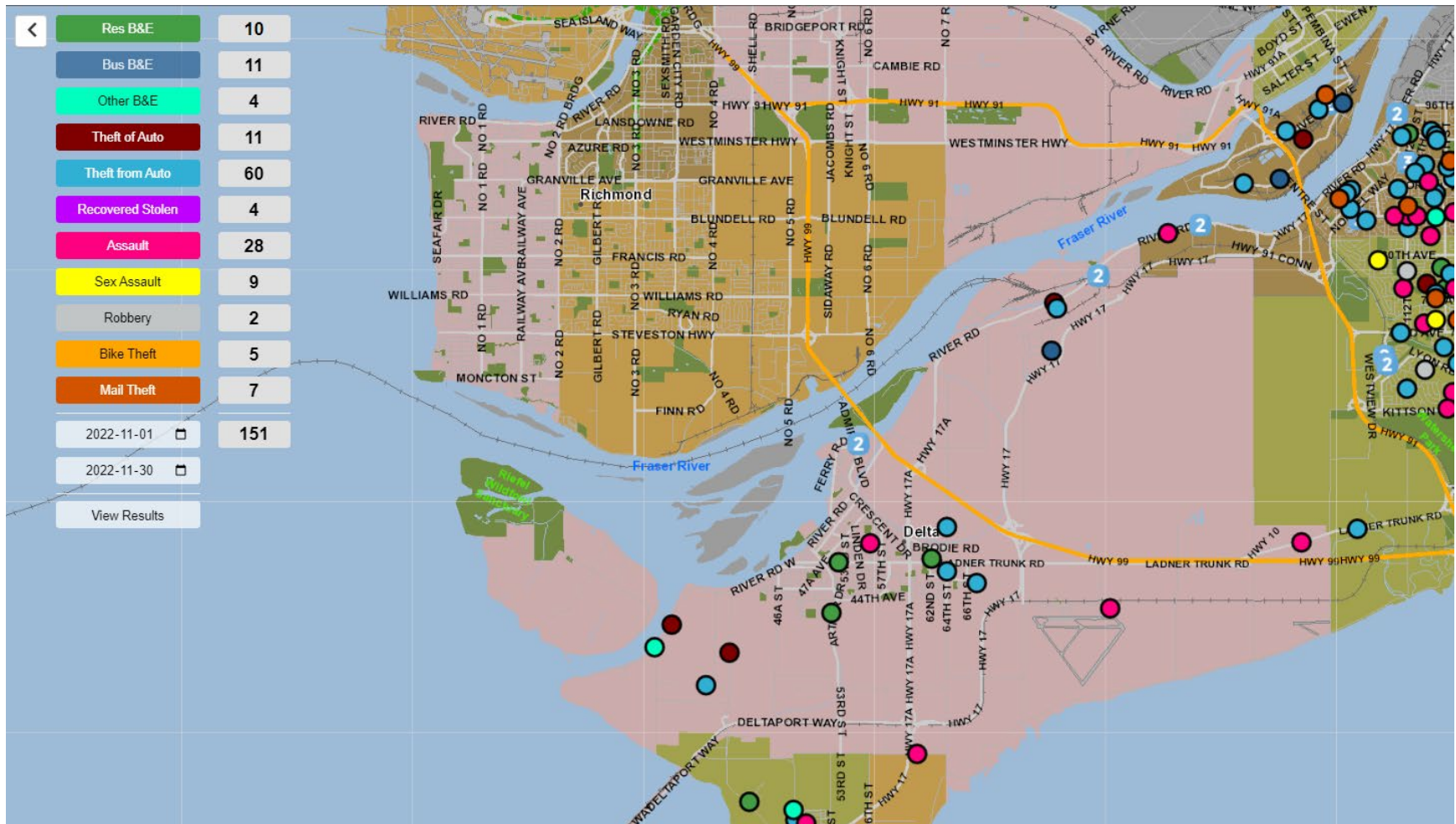
TFN (Zone 3) Statistics Report November 2022

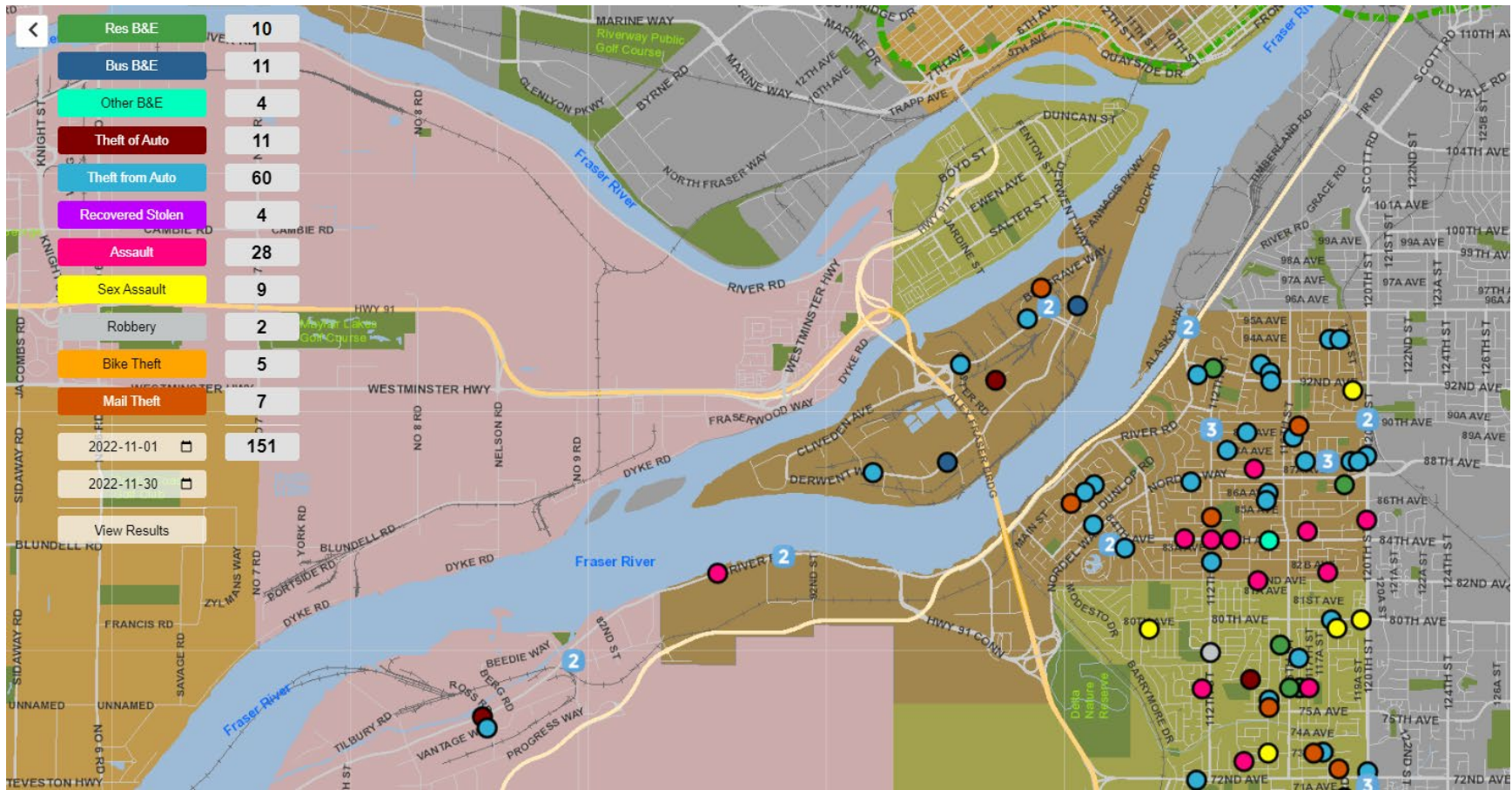


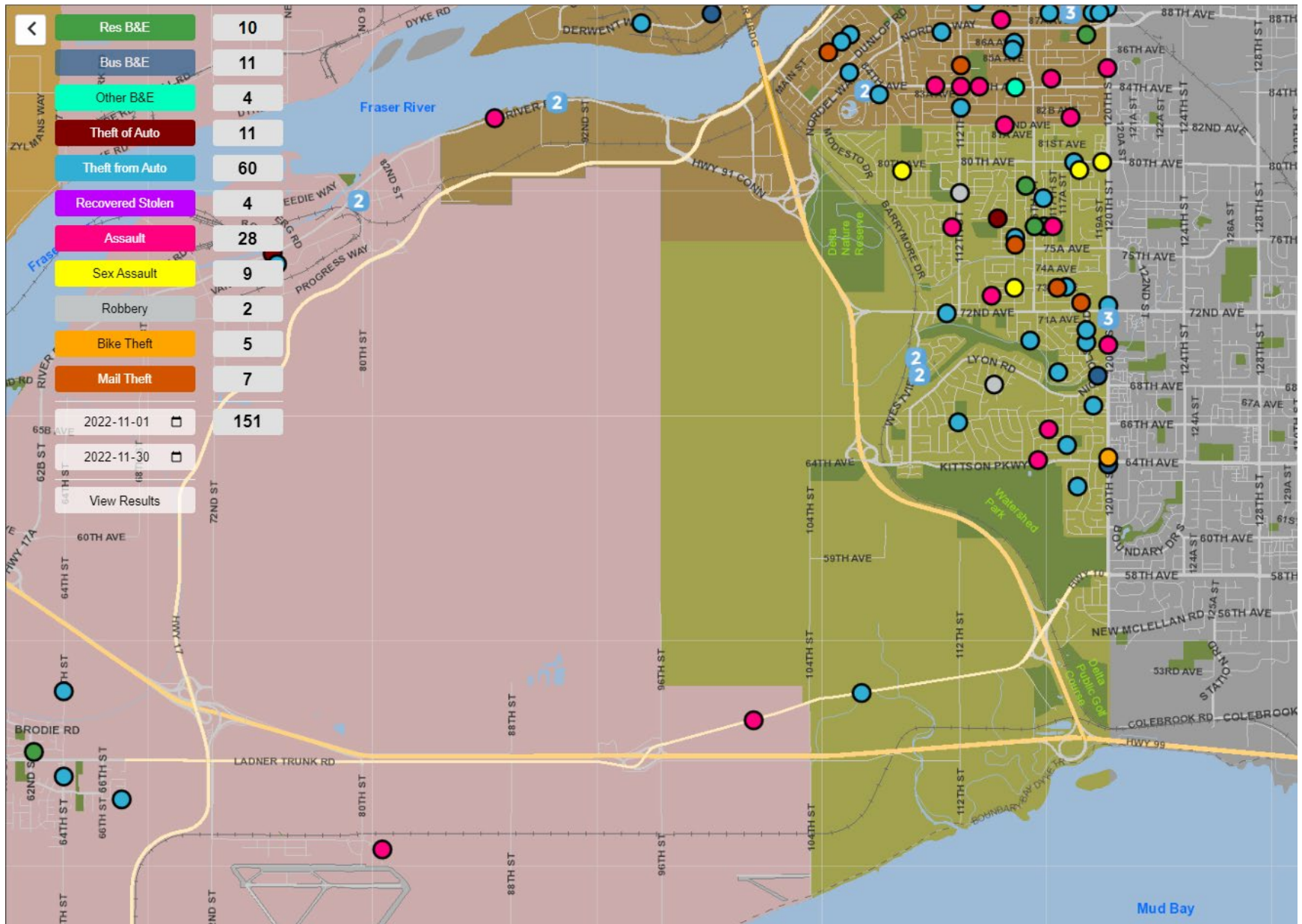
Crime Type	Oct-22	Nov-22	Nov 3YR AVG	YTD 2021	YTD 2022	YTD 3YR AVG	Trend	YTD % Change 3YR Avg
Person Offences								
Homicide	0	0	0	0	0	0	▶	0%
Attempted Homicide	0	0	0	0	0	0	▶	0%
Sexual Assault (Level I)	0	0	0	0	2	2	▶	0%
Sexual Assault (Level II, Level III)	0	0	0	0	3	0	▶	0%
Total Assaults (Common, Weapon, Aggravated)	1	1	2	11	15	11	▲	36%
Robbery	0	0	0	1	4	1	▲	300%
Violent Offences - Other	0	0	0	1	3	1	▲	200%
Person Offences - Other	3	2	0	13	21	11	▲	91%
Total Person Offences	4	3	2	26	48	26	▲	85%
Property Offences								
Break & Enter - Commercial	0	2	0	4	5	3	▲	67%
Break & Enter - Residential	1	0	1	9	4	6	▼	-33%
Theft of Vehicle	1	0	0	3	3	3	▶	0%
Theft from Vehicle	0	2	2	27	10	22	▼	-55%
Theft Over/Under \$5000	24	20	12	117	186	128	▲	45%
Mischief to Property Over/Under \$5000	1	1	2	19	28	17	▲	65%
Total Property Offences	29	29	19	192	249	193	▲	29%
Traffic Offences								
Fatal MVI	0	0	0	0	1	0	▶	0%
Collisions (All)	2	3	5	26	39	35	▲	11%
Other Offences								
Intimate Partner Violence	0	0	1	4	4	3	▲	33%
Youth (*Excludes Traffic Offences)		0	1	5	8	5	▲	60%
Weapon Violations	0	0	0	4	9	2	▲	350%
Cybercrime	4	0	0	20	20	17	▲	18%
False Alarms (Dispatched)	2	4	4	62	45	72	▼	-38%
TOTAL CALLS FOR SERVICE	117	96	102	960	1,235	1,002	▲	23%











Delta Police Department
Financial Report
 For the period ending October 31, 2022

	Year to Date Actuals	Year to Date Budget	Annual 2022 Budget	YTD Variance (Fav)/Unfav (\$)	YTD Variance (Fav)/Unfav (%)
OPERATING					
Expenditures					
Department Support Services	12,498,280	12,226,583	14,688,500	271,697	2.2%
Investigative Services	4,632,547	5,056,667	6,122,500	(424,120)	-8.4%
Community Services	7,595,138	7,558,874	9,140,000	36,264	0.5%
Patrol Services	13,680,754	13,189,417	15,826,000	491,337	3.7%
Secondments	2,346,767	2,963,334	3,566,000	(616,567)	-20.8%
Ecomm	1,891,903	1,918,000	1,918,000	(26,097)	-1.4%
Wage bank accrual	307,500	-	-	307,500	
Total Expenditures	42,952,889	42,912,875	51,261,000	40,014	0.1%
Revenues					
Recovered Services	(5,840,293)	(6,195,459)	(6,884,000)	355,166	5.7%
Fines and Fees	(530,299)	(316,667)	(380,000)	(213,632)	-67.5%
Grants	(1,811,500)	(1,877,083)	(1,894,500)	65,583	3.5%
Other Recoveries and Miscellaneous	(59,039)	(91,667)	(90,000)	32,628	35.6%
Transfer to/from Reserve	290,507	-	(438,000)	290,507	
Total Revenues	(7,950,624)	(8,480,876)	(9,686,500)	530,252	6.3%
Operating Tax Draw	35,002,266	34,431,999	41,574,500	570,267	1.7%

	Year to Date Actuals	Annual 2022 Budget	YTD Variance (Fav)/Unfav (\$)
CAPITAL			
Expenditures			
Vehicle Purchases - 2022	-	602,000	(602,000)
Vehicle Purchases - 2021 c/o	109,651	838,000	(728,349)
Vehicle Purchases - 2021 c/o for new Patrol units	-	170,000	(170,000)
Protective Equipment, Furniture, IT	73,479	298,000	(224,521)
DPD HQ Gym Enclosure, Drone	78,931	185,000	(106,069)
Other capital funded from operating	49,607	-	49,607
Total Capital Expenditures	311,668	2,093,000	(1,781,332)

**Delta Police Department
Financial Report - Overtime Data**

For the period ending October 31, 2022

		Current Month	Budget Month	Variance Month	Total YTD	Budget YTD	Variance YTD	% spent YTD	% spent YTD vs Annual Budget	Annual Budget
Department Support Services										
1307	Media	743	1,042	(299)	59,929	10,417	49,512	575.3%	479.4%	12,500
1335	Administration	96	1,250	(1,154)	12,222	12,500	(278)	97.8%	81.5%	15,000
1339	Fleet Maintenance	220	-	220	795	-	795	-	-	-
1342	Port Liaison	-	42	(42)	-	417	(417)	0.0%	0.0%	500
1345	Human Resources	15,673	9,292	6,381	166,802	92,917	73,885	179.5%	149.6%	111,500
1376	Support Services	4,885	4,417	468	19,250	44,167	(24,917)	43.6%	36.3%	53,000
1390	Professional Standards	1,650	292	1,358	6,295	2,917	3,378	215.8%	179.9%	3,500
1579	Information Technology	-	583	(583)	3,956	5,833	(1,877)	67.8%	56.5%	7,000
		23,267	16,917	6,350	269,249	169,167	100,082	159.2%	132.6%	203,000

Investigative Services										
1350	Identification Section	-	-	-	-	-	-	-	-	-
1352	General Investigation	249	2,375	(2,126)	44,960	23,750	21,210	189.3%	157.8%	28,500
1353	Intelligence Section	-	1,167	(1,167)	6,288	11,667	(5,379)	53.9%	44.9%	14,000
1354	Drug Investigation Unit	212	4,750	(4,538)	11,625	47,500	(35,875)	24.5%	20.4%	57,000
1356	Major Crimes Section	5,332	18,792	(13,460)	102,654	187,917	(85,263)	54.6%	45.5%	225,500
1357	Vulnerable Sector Unit	1,623	1,292	331	12,140	12,917	(777)	94.0%	78.3%	15,500
1584	Intelligence Management	-	42	(42)	348	417	(69)	83.5%	69.6%	500
		7,416	28,417	(21,001)	178,015	284,167	(106,152)	62.6%	52.2%	341,000

Community Services										
1268	Community Safety Officer	36	-	36	2,835	-	2,835	-	-	-
1305	Operational Support	11,381	12,875	(1,494)	172,071	128,750	43,321	133.6%	111.4%	154,500
1312	Public Safety Operations	956	208	748	10,974	2,083	8,891	526.8%	439.0%	2,500
1331	TFN Liaison	-	583	(583)	4,950	5,833	(883)	84.9%	70.7%	7,000
1367	DCPO North Delta	-	917	(917)	2,547	9,167	(6,620)	27.8%	23.2%	11,000
1368	DCPO Ladner	169	208	(39)	1,073	2,083	(1,010)	51.5%	42.9%	2,500
1369	DCPO Tsawwassen	-	208	(208)	1,432	2,083	(651)	68.7%	57.3%	2,500
1370	School Liaison	89	583	(494)	14,102	5,833	8,269	241.7%	201.5%	7,000
1371	Reserve Police	-	-	-	18,657	22,500	(3,843)	82.9%	82.9%	22,500
1373	Victim Svces	91	375	(284)	2,096	3,750	(1,654)	55.9%	46.6%	4,500
1381	Truck Enforcement	-	333	(333)	1,232	3,333	(2,101)	37.0%	30.8%	4,000
1383	Traffic Section	14,147	3,125	11,022	52,739	31,250	21,489	168.8%	140.6%	37,500
1398	Community Health Intervention	-	167	(167)	589	1,667	(1,078)	35.3%	29.5%	2,000
1596	Youth Liaison	253	292	(39)	3,228	2,917	311	110.7%	92.2%	3,500
1680	Public Information Reps	5,061	7,708	(2,647)	42,348	77,083	(34,735)	54.9%	45.8%	92,500
1685	TFN Service Team	900	2,417	(1,517)	16,694	24,167	(7,473)	69.1%	57.6%	29,000
1697	Traffic Specialty Dog Unit	-	458	(458)	-	4,583	(4,583)	0.0%	0.0%	5,500
		33,083	30,458	2,625	347,567	327,083	20,484	106.3%	89.6%	388,000

Patrol Services										
1388	Police Patrol	47,888	48,958	(1,070)	504,368	489,583	14,785	103.0%	85.8%	587,500
1750	Crime Reduction Unit	858	3,458	(2,600)	12,601	34,583	(21,982)	36.4%	30.4%	41,500
1751	Patrol Support Team	-	875	(875)	4,134	8,750	(4,616)	47.2%	39.4%	10,500
		48,746	53,292	(4,546)	521,103	532,917	(11,814)	97.8%	81.5%	639,500
		112,512	129,083	(16,571)	1,315,934	1,313,333	2,601	100.2%	83.7%	1,571,500

		Current Month	Budget Month	Variance Month	Total YTD	Budget YTD	Variance YTD	% spent YTD	% spent YTD vs Annual Budget	Annual Budget
Secondments (recoverable)										
1343	Justice Institute of BC	-	-	-	643	-	643	-	-	-
1358	Integrated Municipal Provincial Auto Crime	6,169	2,625	3,544	29,731	26,250	3,481	113.3%	94.4%	31,500
1359	Provincial Traffic Projects (Counterattack)	-	-	-	33,170	39,334	(6,164)	84.3%	56.2%	59,000
1363	Integrated Road Safety Unit	4,725	5,167	(442)	36,806	51,667	(14,861)	71.2%	59.4%	62,000
1364	Combined Forces Special Enforcement Unit	17,388	11,708	5,680	100,095	117,083	(16,988)	85.5%	71.2%	140,500
1524	Lower Mainland Tac Troop	9,590	4,750	4,840	142,415	47,500	94,915	299.8%	249.9%	57,000
1540	BC Municipal Undercover Program	402	-	402	10,747	-	10,747	-	-	-
1681	LMD Police Dog Service	7,721	2,583	5,138	91,676	25,833	65,843	354.9%	295.7%	31,000
1682	LMD Emergency Response Team	9,532	7,125	2,407	92,989	71,250	21,739	130.5%	108.8%	85,500
1683	Real Time Intelligence Centre-BC	-	542	(542)	-	5,417	(5,417)	0.0%	0.0%	6,500
1686	Integrated National Security Enforcement	3,204	458	2,746	25,468	4,583	20,885	555.7%	463.1%	5,500
1687	LMD Forensic Investigations	-	6,125	(6,125)	8,548	61,250	(52,702)	14.0%	11.6%	73,500
		58,731	41,083	17,648	572,288	450,167	122,121	127.1%	103.7%	552,000

Total		171,243	170,167	1,076	1,888,222	1,763,501	124,721	107.1%	88.9%	2,123,500
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January 2023



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5 Vision for the Future WorkShop 9am - noon PSB	6	7
8	9	10	11	12	13	14
15	16	17	18 Police Board Meeting ND Arts Centre	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4
5	6	Notes				

February 2023



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
29	30	31	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16 Police Board Meeting PSB EOC 9am	17	18
19	20	21	22	23	24	25
26	27	28	1	2	3	4
5	6	Notes				

March 2023



Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
26	27	28	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15 Police Board Meeting Council Chambers	16	17 St. Patricks Day	18
19	20	21	22	23	24	25
26	27	28 HR Committee Gov Committee	29 Finance & Risk Management	30	31	1
2	3	Notes				



**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.

November 25, 2022 Email received

Subject

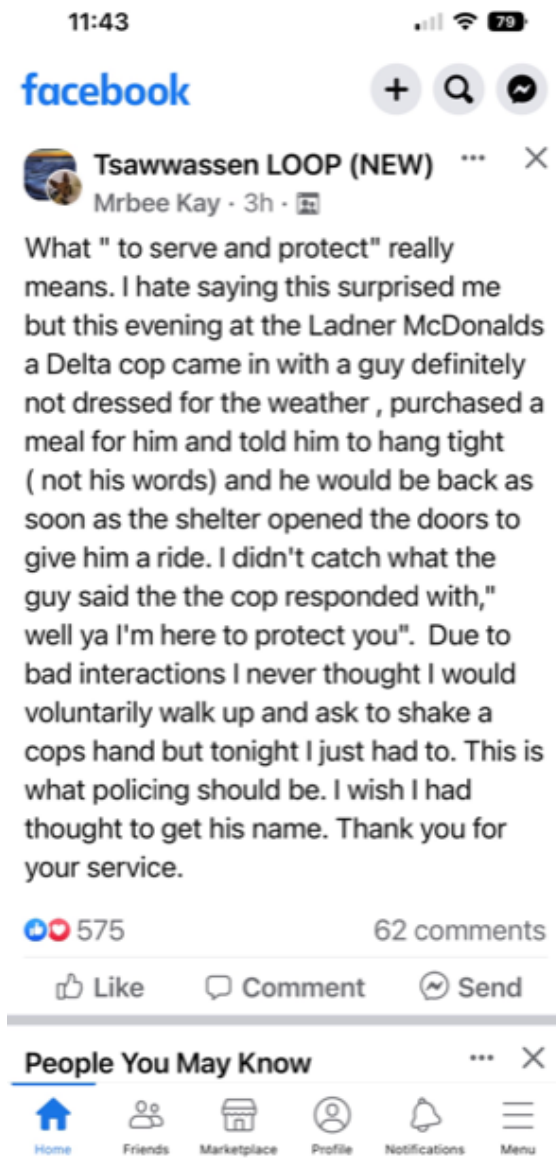
Officer with Badge # DE2197

Message

I generally don't like police due to how they treat the public, however I was pulled over for speeding last week by an office with an ID # of DE2197 and he was polite and kind. He treated me with respect which is usually not the case with law enforcement.

He deserves to know his kind interaction with me goes a long way in healing the wounds of previous police interactions, good cop.
thx

November 29, 2022



November 30, 2022 Email received – as a result 6 DPD Officers attended the funeral service**Recipient**

Chief's Office

Subject

Officer Jackson - Bellevue Police Dept.

Message

Dear Chief Dubord,

My name is Jared Nieuwenhuis, Deputy Mayor at the City of Bellevue, WA. We have never met, but my last name might be familiar to you. Constable Mark Nieuwenhuis was my cousin who died serving the Delta community on April 8th, 2020.

On November 21st, 34-year-old Officer Jordan Jackson died from his injuries in a collision early Monday morning while on duty. Officer Jackson has been a valuable member of the Bellevue Police Department since 2018. After two years on the force, Jackson transferred to the traffic unit as a motorcycle officer. He was recently honored as employee of the quarter for his excellent quality of work and service to the community. Before becoming a police officer in March 2018, Jackson was an EMT, volunteer firefighter, and a member of the King County Sheriff's Officer Search and Rescue Volunteer K-9 Unit. He leaves behind his wife and two young children. As you might imagine, the similarities between Ofc. Jackson and Constable Nieuwenhuis are very similar, and this tragic incident has me missing him even more today.

I will never forget the funeral service that was conducted by the DPD for my cousin and the way in which it was conducted with honor and pride. It meant so much to me to see the mutual respect and admiration of his fellow officers and other law enforcement from all over Canada and the United States. Additionally, your department is a class act in the way you maintain the memory of Mark on social media by commemorating the day of his passing. The video that your team created and posted to YouTube two years ago still brings me to tears -

<https://www.youtube.com/watch?v=Mf793jvoSjU>

If an invitation hasn't already been extended to you and your dept., I wanted to reach out and personally invite you to Officer Jackson's Celebration of Life on Tuesday, Dec. 6th. More details can be found here: <https://bellevuewa.gov/city-news/motorcycle-officer>

Sincerely,

Jared Nieuwenhuis

Deputy Mayor, Bellevue City Council



DELTA POLICE DEPARTMENT

January

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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February

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26	27	28				

March

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30						

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June

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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August

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27	28	29	30	31		

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October

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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

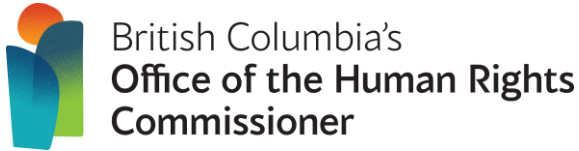
November

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23	24	25	26	27	28	29
30						

Board Meeting 9:00 am ND Arts	Board Mtg 9:00am PSB EOC	Board Mtg 9am Council Chmbrs	F&RM Comm 9:00 am	HR Comm 8:00 am	Gov Comm 9:00 am	BCAPB AGM	CAPG Conf	Public Holiday
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NOVEMBER 24, 2022

Suzanne Hoffman, CEO
BC School Trustees Association
4th Floor – 1580 West Broadway
Vancouver, BC, V6J 5K9

Via Email: shoffman@bcsta.org

Re: School Liaison Officer programs

Dear Suzanne Hoffman and British Columbia School Trustees,

As part of my statutory responsibility to promote and protect human rights in the province, I am writing regarding the continued use of School Liaison Officers (SLOs) in our schools. My legislative mandate extends across the province, including municipal governing bodies, and I write in my capacity under s.47.12(1)(c) of the *Human Rights Code*, which provides that “The commissioner is responsible for promoting and protecting human rights, including by... making recommendations or using other means the commissioner considers appropriate to prevent or eliminate discriminatory practices, policies and programs.”

As I’m sure you are aware, Indigenous, Black and other marginalized students—as well as their parents and communities—have raised significant concerns about the harm caused by having police in schools.

Last year, in an effort to better understand both the positive and negative impacts of SLOs, my Office funded (through a grant) [research on the state of school liaison officer programs in Canada](#), conducted by Dr. Kanika Samuels-Wortley, assistant professor with the Institute of Criminology and Criminal Justice at Carleton University. I invite each of you to review her findings, which include:

- Only a few peer-reviewed studies have examined Canadian school liaison programs, and these employ small, non-random samples or have other methodological limitations that render their conclusions suggestive rather than definitive.
- The literature on SLOs in Canada tends to focus on the perspectives or opinions of police personnel rather than students. An extensive review of the Canadian literature revealed no peer-reviewed studies that explore the impacts on marginalized students. Thus, as noted by the Ontario Association of Chiefs of Police, Canadian SLO literature maintains a “race-

absent” approach that ultimately fails to explore the systemic challenges faced by Indigenous, Black and other racialized students.¹

- The much more robust body of American research finds that SLOs make marginalized students feel less safe at school, contributing to a sense of criminalization and surveillance. Furthermore, the impacts go far beyond perception of safety. Researchers have shown that SLOs discipline Black students and students with disabilities at disproportionately high rates in the United States. Unfortunately, British Columbia lacks the disaggregated data to understand whether this is true of our officers as well.
- Overall, the research across jurisdictions suggests that students generally feel safe at school regardless of whether an SLO is embedded in their school. Some of the most methodologically sound research concludes there is no evidence to support the notion that SLO programs make schools safer.

Clearly there is an immediate need for research conducted in British Columbia that centres the experience of marginalized students and employs high-quality evaluation strategies. I have written to the Minister of Education and the Minister of Public Safety and Solicitor General urging them to commission this research without delay, and I have also recommended that the provincial government guarantee funding for civilian alternatives to SLOs – civilian coaches, youth counsellors, substance use educators, restorative justice initiatives, etc. – so that no school district feels it is forced to rely on uniformed officers to provide services that should be delivered through the education system.

In the meantime, marginalized students, parents and communities are raising concerns that call into question the legitimacy of a police presence in our schools. I applaud those school boards who, after considering the available evidence and alternatives, have joined a movement of boards across Canada in ending their SLO programs.

Nevertheless, SLO programs continue in many school districts. At this moment, the Vancouver School Board (VSB) is considering bringing back a “revised and reimagined” SLO program over the objections of marginalized voices.² It is troubling that the VSB motion implies, without evidence, that SLOs are necessary for school and community safety and that tweaks to the SLO construct will be sufficient to address community concerns of harm and discrimination.³

In November 2021, my office released a [report on systemic racism in policing](#), based on what we understand to be the most extensive research ever conducted on policing data in Canada.⁴ The data showed the highly disproportionate impact of certain policing practices on Indigenous, Black and other racialized people. For example, in Vancouver, Indigenous men are 17.3 times more likely to be arrested than their presence in the population would predict. In Nelson, Black people are 4.7 times more likely to appear in mental health incidents involving the police than their presence in the population would predict. I offer these examples to show that the presence of police in our communities impacts different racialized groups differently, which supports the finding in the U.S.

¹ Ontario Association of Chiefs of Police. “Statement: School Resource Officer Programs.” Posted July 20, 2020. <https://www.oacp.ca/en/news/statement-school-resource-officer-programs.aspx>

² “Dozens to speak for and against return of police to Vancouver schools.” CBC News. November 23, 2022. <https://www.cbc.ca/news/canada/british-columbia/vsb-school-liaison-officers-1.6661081>

³ Vancouver DPAC [@VanDPAC]. November 21, 2022. “Vancouver School Board @VSB39 releases School Officer Liaison Program Motion just 4 hours before delegations are set to speak to it.” Twitter. <https://mobile.twitter.com/VanDPAC/status/1594836772756000772>

⁴ See p.59 of the report for recommendations concerning SLOs.

literature that SLO programs often make racialized students feel *less* safe rather than meeting their goals of increasing student safety.

Out of respect for the rights of our students, I strongly recommend that all school districts end the use of SLOs until the impact of these programs can be established empirically. For school boards who choose not to take this step, it is incumbent on you to produce independent evidence of a need for SLOs that cannot be met through civilian alternatives and to explain the actions you are taking to address the concerns raised by Indigenous, Black and other marginalized communities.

I know that we share the goal of creating safe and inclusive schools that uphold human rights. I appreciate your attention to these important issues.

I ask that the BC School Trustees Association share this letter with all school trustees in the province as soon as possible. To support my commitment to public accountability and responsibility to serve the people of British Columbia, this letter will also be made public.

Sincerely,



Kasari Govender
Human Rights Commissioner

CC: The Hon. Jennifer Whiteside, M.L.A.
Minister of Education

The Hon. Mike Farnworth, M.L.A.
Minister of Public Safety and Solicitor General



DELTA POLICE BOARD OPEN MEETING ACTION DOCUMENT

Blue	On hold – (action may or may not have been taken)
Gray	Complete (will be removed after one circulation)
Green	In progress

ACTION ITEM	Meeting Date	Assigned to	Status
D.1 Introducing TFN Chief Laura Cassidy Staff to draft letter to Province requesting appointment to DPB	November 23, 2022	Staff	Complete. Letter has been sent to the Province.
G.1b Chief's Report BCFRP Program Staff to draft letter to Premier requesting Provinces work together extending warrants	November 23, 2022	Staff	In-progress.
G.4b BCAPB 2023 Conference Staff to forward Save the Date for BCAPB 2023 Conference	November 23, 2022	Staff	Complete. Email sent

DELTA POLICE DEPARTMENT BOARD MEMORANDUM



DATE 2022-10-31	
SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable	
SUBJECT Chief Constable Monthly Activity Highlights Period: November 2022	
ACTION For information	MEETING Open

Date	Activity
November 1, 2022	Attended City Executive Emergency Management Meeting
November 2, 2022	Attended Cst. Yang Funeral
November 3, 2022	Remembrance Day Celebration for Southpointe Academy
November 7, 2022	Inaugural Council Meeting
November 8, 2022	Delta Police Foundation Monthly Meeting
November 9, 2022	Participated in Mayor for a Day
November 10, 2022	Jl Class Grad at HMCS Discovery
November 11, 2022	Remembrance Day Ceremony Memorial Park Ladner
November 14-16, 2022	Attended BC Municipal and BC Chiefs meetings
November 15, 2022	City Budget Workshop
November 18, 2022	Met with Connect FM
November 18, 2022	Attended Drishti Awards
November 23, 2022	Monthly Police Board meeting
November 23, 2022	Budget Workshop
November 29, 2022	Attended Long Service Awards City of Delta Employees

DELTA POLICE DEPARTMENT BOARD MEMORANDUM



DATE 2022-12-01	
SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable	
SUBJECT 2022 DPD External Communications Update	
ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For action	MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee



The purpose of this memorandum is to provide the Delta Police Board with relevant information about the current work of the Delta Police Department’s (DPD) communications with the community.

The DPD values transparent communication with the community, supporting overarching public trust and confidence, and public safety. This transparency includes news releases posted to the DPD website, the DPD’s social media channels and distribution to a list of email subscribers including many journalists working in the lower mainland. While our news releases are also shared on our social media channels, only a small portion of our social media content falls within the parameters of a news release.

News releases are distributed to:

- Further a police investigation (for example, seeking assistance related to a missing person investigation);
- Aid in the prevention of crime (for example, fraud awareness, crime prevention based on empirical data such as catalytic converter theft in a specific area);
- Provide factual information (for example school lockdowns, major investigative updates);
- Appeal for witnesses, victims, and video recordings;
- Immediate/in-progress situations challenging public safety;
- Highlight internal work that has an interest to the public (for example, awards to officers, emerging equipment, or strategies); and
- Provide transparency when identifying issues directly impacting public trust.

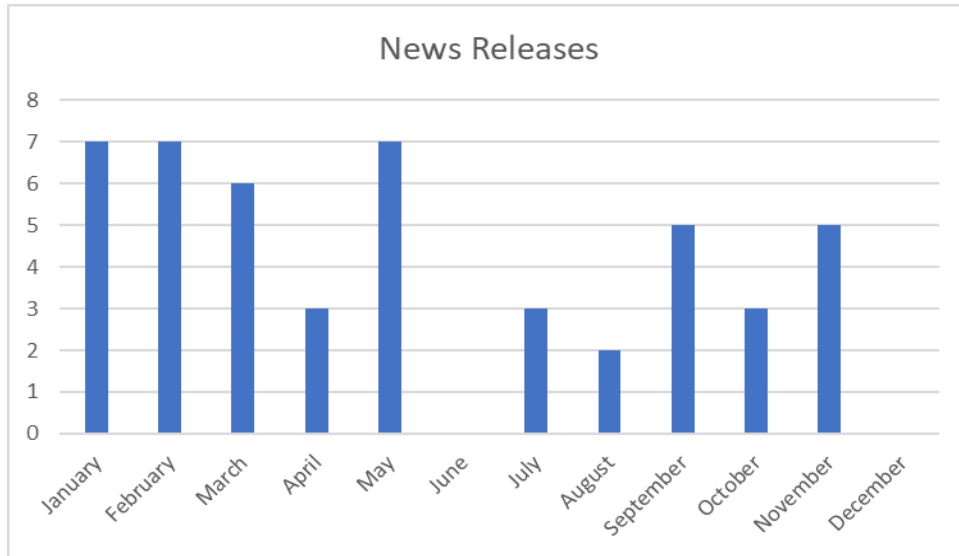
Social media is utilized to inform the community of various items including:

- news releases
- public service announcements
- special projects
- partnership initiatives
- recruiting and volunteer events
- community events,

News Releases – Year to Date

Releases by Month

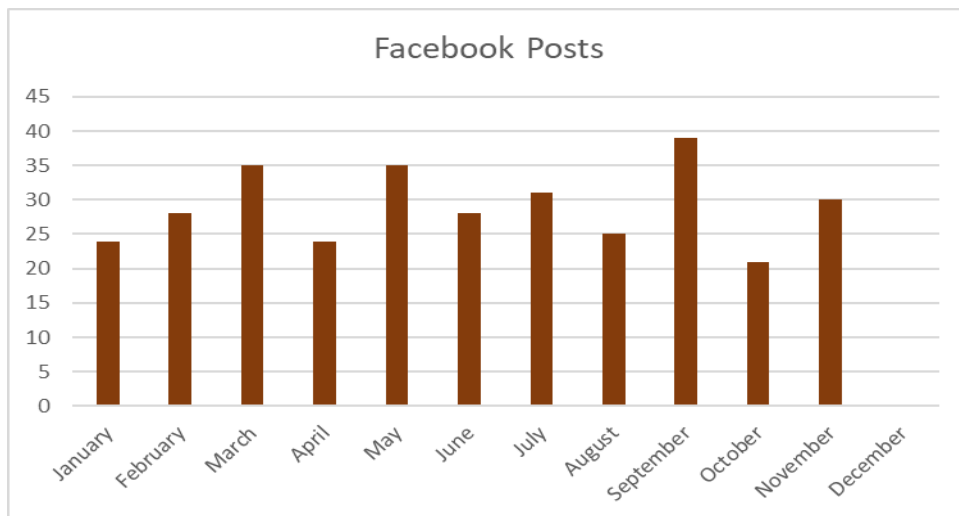
	January	February	March	April	May	June	July	August	September	October	November	December
News Releases	7	7	6	3	7	0	3	2	5	3	5	0

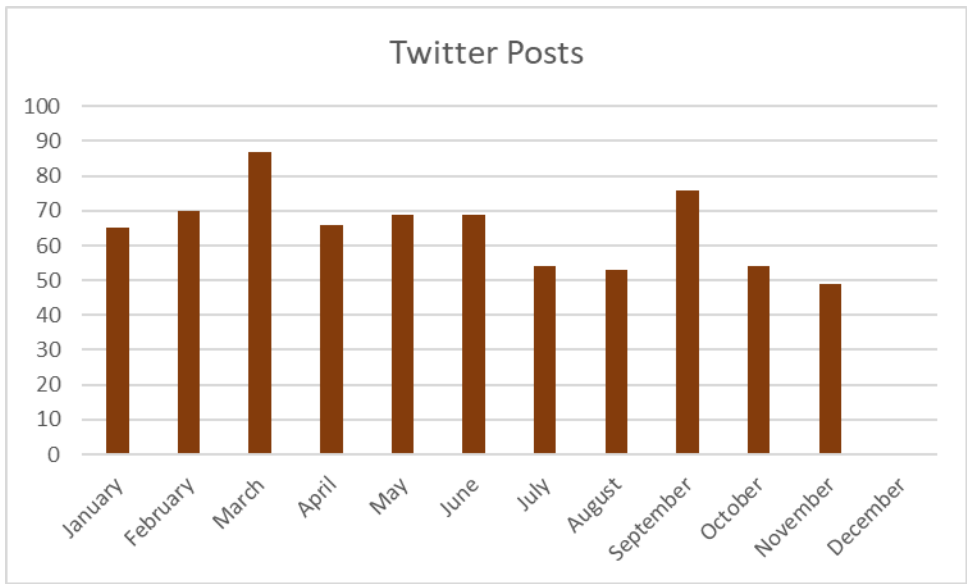
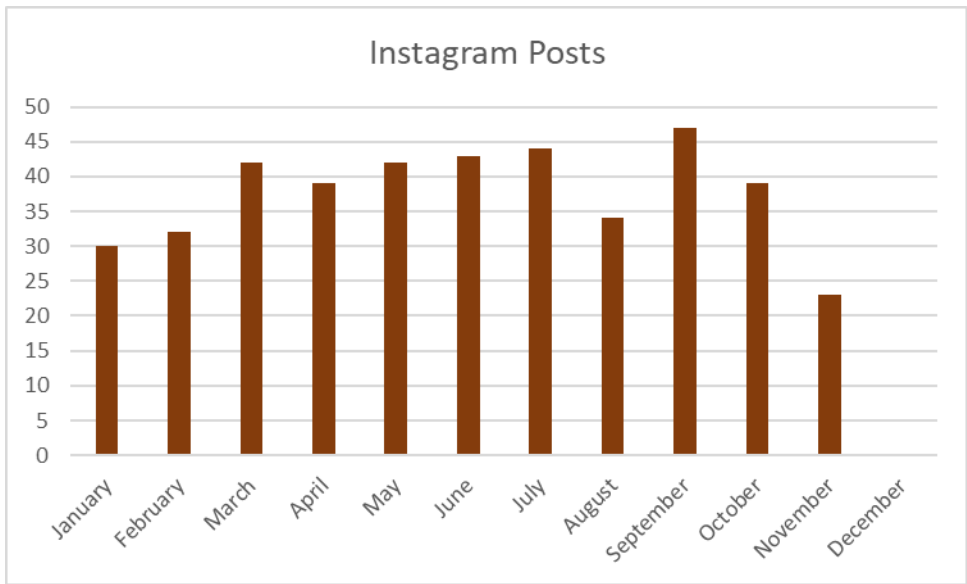


Social Media Posts – Year to Date

Posts by Month

	January	February	March	April	May	June	July	August	September	October	November	December
Facebook Posts	24	28	35	24	35	28	31	25	39	21	30	0
Instagram Posts	30	32	42	39	42	43	44	34	47	39	23	0
Twitter Posts	65	70	87	66	69	69	54	53	76	54	49	0





DELTA POLICE DEPARTMENT BOARD MEMORANDUM



DATE 2022-12-06	
SUBMITTED BY Neil Dubord, OOM, AdeC Chief Constable	
SUBJECT DPD Non-Emergency Call-Taking Pilot Update	
ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For action	MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee

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 within three minutes.


There have been concerns with E-Comm consistently not meeting the established service standards and service levels declining. The DPD has received complaints from citizens about long wait times to speak with a call taker, resulting in callers abandoning the call. Multiple meetings between DPD and E-Comm Management have not produced a viable solution. Providing excellence in policing services, including timely response to the community, is a priority for the DPD. This process begins when the first contact is made with the DPD, usually through a phone call. Unfortunately, E-Comm's inability to meet the established service standards to answer calls has impacted this process.

To rectify this situation and uphold the DPD's community-first policing philosophy, a non-emergency call-taking pilot project was initiated in December 2021, with DPD assuming the responsibility of answering non-emergency calls between 7 am to 7 pm daily. Non-emergency calls from 7 pm to 7 am continue to be transferred to E-Comm.

The pilot project results indicate that the DPD has provided better service to the community through an in-house, non-emergency call-taking model. Seven thousand five hundred fifteen (7,515) calls for service were generated through DPD staff answering non-emergency calls between January to November 2022. Moreover, the DPD has received zero (0) complaints about wait times during the day, and wait times to speak with a call-taker are minimal, addressing the issue of abandoned calls. DPD continues to provide non-emergency call-taking services between 7 am to 7 pm daily. In 2023, the DPD will decide on a permanent model for the future of the non-emergency call-taking model in alignment with the expected service levels by the community.

DELTA POLICE BOARD BOARD MEMORANDUM



DATE 2022-12-08	
SUBMITTED BY Jassie Ram (Padda) Corporate Services Manager/Board Liaison	
	
SUBJECT Board Professional Development Updates - 2022	
ACTION <input checked="" type="checkbox"/> For information <input type="checkbox"/> For action	MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Private <input type="checkbox"/> Committee

Professional development of Board members, through education, training and information sessions, is integral for the Board's effective functioning and to continuously deepen the Board's understanding of the DPD and its operating environment. Such opportunities also prepare Board members to deal with the current affairs/trends and complexities that the Board, collectively, needs to respond to.

For the purposes of an annual review, the following list provides a review of the various education/training and orientation/information session opportunities that Board members have participated in throughout 2022 in addition to regularly scheduled updates at monthly meetings:


- Governing in Public Interest Courses (online training through Crown Agencies and Board Resourcing Office)
- CAPG Conference
- BCAPB Conference
- Numerous CAPG webinars
- Delta Police Department (DPD) Buildings and District Community Police Offices tours/information sessions
- Orientation session for two New Board members
- Ride-alongs with DPD officers
- Law of Policing Pre-Conference Workshop on Police Board Governance
- Governing in Public Interest Conference by the BC Crown Agencies and Board Resourcing Office

Available training/education opportunities in 2023 will be brought forward for the Board's consideration for enrollment based on training needs and skillset.

The Policing and Security Branch also recently announced that the Province of BC Police Board Training Program, developed in partnership with WATSON Advisors Inc., is ready to be launched with three courses. Earlier this month, the Province released the first course (Governance Primer) to Board members.

DELTA POLICE BOARD BOARD REPORT



DATE 2022-12-06	
SUBMITTED BY Jassie Ram (Padda) Corporate Services Manager/Board Liaison	
	
SUBJECT BCAPB Membership Renewal (2023)	
ACTION <input type="checkbox"/> For information <input checked="" type="checkbox"/> For approval	MEETING <input checked="" type="checkbox"/> Open <input type="checkbox"/> Closed <input type="checkbox"/> Committee
RECOMMENDATION THAT the Delta Police Board approve the 2023 BCAPB membership fee invoice for \$975 for payment from the Delta Police Board budget.	

PURPOSE

The purpose of this report is to obtain the Delta Police Board’s (DPB) approval for the payment of a membership invoice (\$975) issued by the British Columbia Association of Police Boards (BCAPB).

DISCUSSION

The BCAPB, formed in 1992, is a provincial non-profit association that facilitates the exchange of information and provides educational opportunities to members, and municipal Police Boards, including First Nations and Designated Policing governing authorities. The BCAPB’s mission is to collaborate with policing stakeholders to provide a focused approach to provincial police governance.

The BCAPB also holds an Annual Conference each year, which provides educational and learning opportunities for Board members. The 2023 BCAPB Annual Conference will take place on May 25-26th in Nelson, BC.

The DPB has been a longstanding member of the BCAPB and pays an annual membership fee to maintain membership. The 2023 membership fee is \$975; the invoice is provided in Attachment A. Attachment B includes a letter received from Charla Huber, BCAPB President, accompanying the invoice.

IMPLICATIONS

Financial

The 2023 BCAPB membership renewal fee is \$975 and can be managed within the existing budget. 2022 BCAPB membership fee was \$850.

RELATED POLICY

There is no policy related to this report.

CONCLUSION

The DPB has been a longstanding member of the BCAPB and should renew its membership for 2023 to continue the working partnership for educational, training and networking opportunities.

ATTACHMENTS

- A. BCAPB 2023 Membership Renewal Invoice
- B. Cover Letter from BCAPB President, Charla Huber

British Columbia Association of Police Boards

Invoice

2023 Annual Membership Fee

BC Association of Police Boards

Amount Due: \$975.00

Date: November 20, 2022

To: Mayor George Harvie
Chair, Delta Police Board
4500 Clarence Taylor Crescent
Delta BC V4K 3W3

Please make cheque payable to:

British Columbia Association of Police Boards

And forward to:

Attn: Veronica Bandet
BC Association of Police Boards
1127 Fort Street
Victoria BC V8V 3K9

If you have any questions regarding this invoice, please contact me at 250-216-1205 or Charla Huber, President, BCAPB at 250-686-7592.

Thank you.

Veronica Bandet
Executive Assistant to the BCAPB

Telephone: 250-216-1205 Email: bcapbs@gmail.com
Address: 1127 Fort Street, Victoria, B.C. V8V 3K9

