

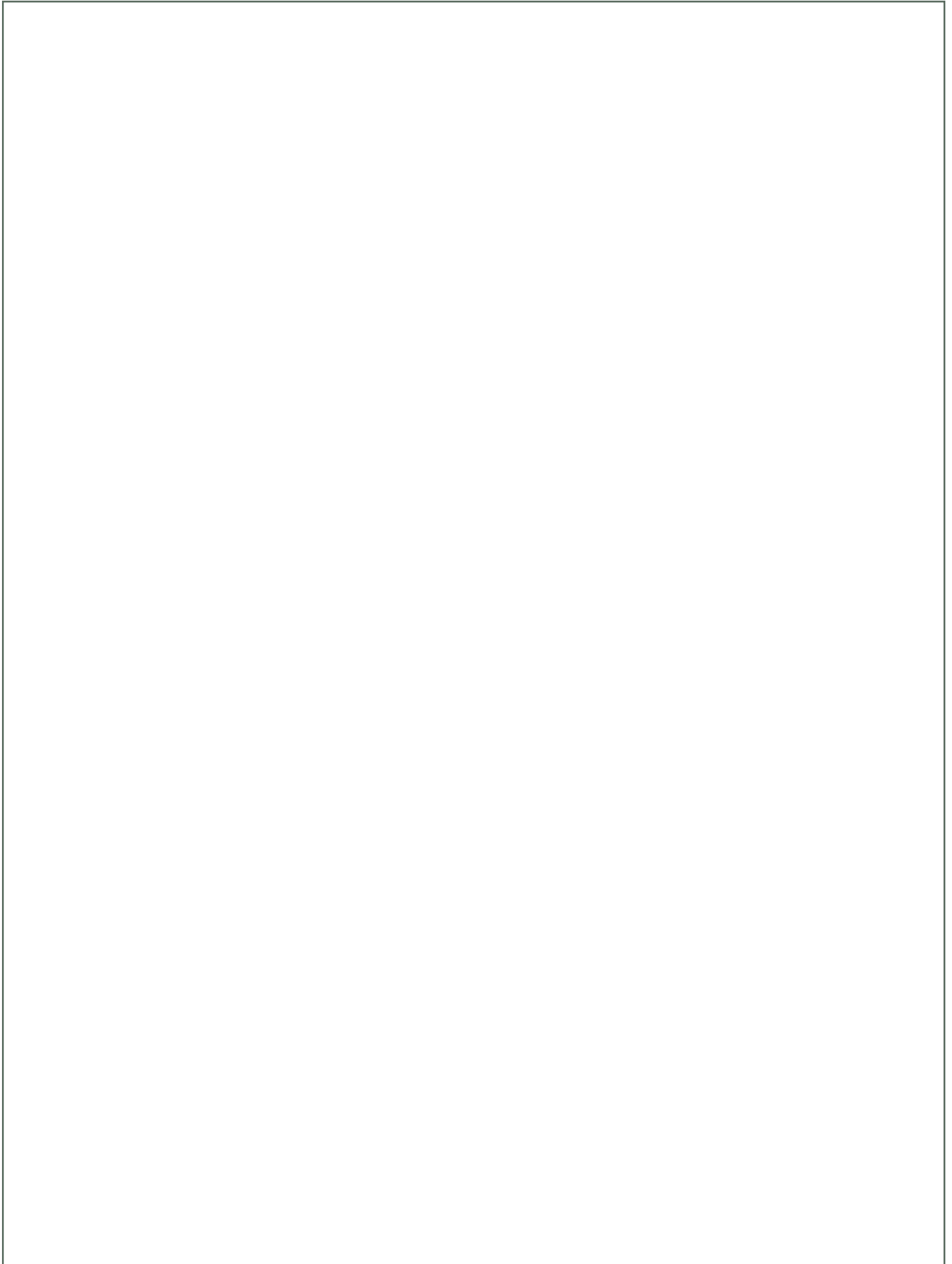
# BREAKING BARRIERS & BUILDING BRIDGES

VANCOUVER POLICE DEPARTMENT'S INITIATIVES WITH INDIGENOUS PEOPLES

IN PARTIAL FULFILLMENT OF THE VPD'S SUBMISSION TO:  
THE NATIONAL INQUIRY INTO MISSING AND MURDERED INDIGENOUS WOMEN AND GIRLS

MARCH 2018





## EXECUTIVE SUMMARY

In September, 2016, the Canadian Government initiated the National Inquiry into Missing and Murdered Indigenous Women and Girls (the Inquiry) to “examine and report on the systemic causes of all forms of violence against Indigenous women and girls in Canada.” Part of this Inquiry involves examining police practices.

In November, 2017, the Inquiry published its first Interim Report in which it reviews the vision, mission, history, and mandate of the Inquiry. It discusses what was learned from the pre-Inquiry process, the advisory meetings, and previous reports. It reviews the role of community hearings, institutional hearings, and expert hearings in the truth-gathering process and makes recommendations for moving forward.

With respect to police practices the Inquiry’s Interim Report identifies a number of themes:

- An overall lack of trust in police;
- A fear of reporting crimes to the police;
- A need to improve relationships between police services and Indigenous communities;
- A need for a more representative police force;
- A need for designated investigators, police units, protocols or regional offices to address violence against Indigenous women;
- A need to determine how best to protect Indigenous women involved in survival sex work;
- A need for better data collection and sharing, and cooperation across police departments;
- A lack of communication between the police and Indigenous families;
- More immediate, proactive, and thorough investigations into Indigenous women’s, girls’, and LGBTQ2S+ people’s deaths and disappearances;
- More culturally responsive and accessible victim services; and
- More responsive, transparent, and accountable policing (including comprehensive and independent police oversight).

In response to the Inquiry’s Interim Report, the Vancouver Police Department (VPD) initiated a review of VPD activities, training, and programs which relate specifically to these themes. Most have been in place for many years and are regularly assessed for effectiveness.

The VPD’s Diversity and Indigenous Relations Section, for example, has been in place for over 20 years and is an over-arching support to help the VPD build trust and confidence with the Indigenous, and other vulnerable communities, in Vancouver. Many of the outreach activities conducted by the VPD are coordinated by the Diversity and Indigenous Relations Section, including the VPD’s participation in a variety of community events engaging Indigenous people.

## EXECUTIVE SUMMARY

These events promote cultural awareness, safety, and help build trust in police. VPD members participate in these events and the VPD is often involved in organizing and/or helping to secure funding. Examples include:

- Annual Women's Memorial March,
- Annual Walk a Mile in Her Shoes,
- Grandview Elementary School Annual Community Celebration Series,
- Annual Canoe Waking Ceremony,
- Annual Pulling Together Canoe Journey,
- Annual Tribal Journey,
- National Indigenous Day, and
- National Aboriginal Veterans Day.

The SisterWatch Project was initiated in 2010, to help address the disproportionate rates of violence against Indigenous women and girls, including those in the sex work industry. Guided by a committee of Downtown Eastside (DTES) residents and VPD members (including the Chief Constable) SisterWatch facilitates dialogue about safety concerns and police progress on investigations in the community. The Committee hosts various events throughout the year to promote SisterWatch initiatives and raise awareness. Town Hall meetings provide an opportunity for open dialogue.

To facilitate better reporting of crimes and tips to the police, a SisterWatch tip line was established. This line is answered by female call-takers at the 9-1-1 centre. Further, two emergency call boxes installed in the DTES provide direct access to 9-1-1. Both the tip line and the call boxes permit callers to report violence, call for help in an emergency, or provide information to the police anonymously. As a further protective measure for sex workers, the VPD has a program whereby old discarded cell phones are distributed to sex workers so that they can call 9-1-1 in an emergency. Over 150 cell phones were distributed in 2017.

The VPD also addresses violence against Indigenous women through its Women's Safety program. In 2013 the VPD developed a Women's Personal Safety Team, with community partners SisterWatch, Battered Women's Support Services and the Vancouver Aboriginal Community Policing Centre Society. The team's 30 instructors provide regular safety workshops for women in the DTES, of which 30-40% are Indigenous women.

One of the VPD's most popular programs in the DTES is 'Lunch with the Chief'. Launched in 2014, this program connects VPD officers with DTES community members over lunch, four times a year. It provides an opportunity for informal dialogue and builds understanding, friendships, and trust. A large portion of the participants are Indigenous Peoples.

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In 2013, to help protect women involved in survival sex work, including Indigenous women, the VPD developed its Sex Work Enforcement Guidelines. These guide police in their interactions with the sex trade. The guidelines promote the safety, dignity, and well-being of sex workers while highlighting the need for enforcement in situations involving sexually exploited children/youth, gangs/organized crime, exploitation, sexual abuse, and human trafficking. The VPD's Sex Industry Liaison Officer is also key to protecting women in survival sex trade. This position straddles the lines between enforcement and advocacy. The officer works with those involved in the sex industry to build trust and promote better reporting of violence. The officer supports sex workers in their interaction with the Justice System and assists them in accessing supportive services in the community.

To improve relationships between police and Indigenous communities the VPD engages in a number of outreach initiatives. Full-time officers are either embedded in Indigenous communities or are engaged in specific liaison initiatives. For example, the Indigenous Liaison Officer works with Vancouver's urban Indigenous population and communicates their concerns or issues to police. This position has become a trusted resource for Indigenous individuals living in the city. The Musqueam Liaison Officer is embedded within the Musqueam community and works on a daily basis with Musqueam families to foster trust and understanding. Another outreach position is the VPD's Homeless Outreach Constable who engages with Vancouver's homeless community, of which 34% identify as Indigenous. The officer coordinates various community supports for this marginalized population.

The Inquiry's Interim Report notes that its vision for the future will be one where "there are policies, programs, and best practices in place to remove systemic causes of violence, and Indigenous families, particularly vulnerable children and youth, are receiving the supports they need to thrive." Recognizing the correlation between childhood domestic victimization and criminal activity later in life, the VPD has placed a focus on Indigenous youth.

The VPD's Aboriginal Recreation and Culture (ARC) Program seeks to engage high risk, urban Indigenous youth, ages 16-24, in activities which promote healthy life choices. This program includes one-on-one leadership and mentorship from police officers and Indigenous Youth Leaders. The VPD's highly successful Cadet Programs also include Indigenous youth and offer leadership, life-skills, and cultural awareness training. In partnership with the Ministry of Children and Family Development, the VPD is developing a Youth Mental Health initiative targeting youth living with serious mental health and substance abuse issues. Indigenous youth represent 52% of youth in the Ministry's care.

The Inquiry's Interim Report noted the need for a more representative police force and for more culturally responsive and accessible victim services. The VPD is committed to making all employees more culturally aware. To that end it provides a number of training initiatives to its officers and civilians, including: VPD Aboriginal Cultural Competency Training; Circle of Understanding (through the Justice Institute of BC); Aboriginal First Nations Awareness

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Course; Indigenous Awareness for Special Municipal Constables; and Sex Work and Sex Workers Awareness Course. The VPD is one of the most diverse, large police forces in Canada. The VPD and its Board are committed to diversity in the workplace. Currently the VPD has 26 Indigenous officers and 6 Indigenous Civilian employees. With respect to its victim services, the VPD's Victim Services Unit follows mandated protocols to refer clients to specific community agencies, tailored to their ethnicity and needs.

The Inquiry's Interim Report commented on investigations into the deaths and disappearances of Indigenous women, girls, and LGBTQ2S+ people and noted a need for data sharing across police departments. The VPD follows a consistent investigative process regardless of a victim's race, gender, sexual orientation or any other factor. Nonetheless it recognizes that proactive engagement with the Indigenous community and the cultural awareness of its officers can greatly assist in the outcome of the investigation. The various initiatives and strategies described in this report are all helpful to better outcomes.

With respect to the Inquiry's Interim Report comment on transparency and oversight, the VPD prides itself on its level of transparency. Particularly through social media, the VPD provides an abundance of current policing information to the citizens of Vancouver. As a municipal police department, the VPD is subject to a high degree of independent civilian oversight. This includes oversight by the Office of the Police Complaint Commissioner, the Independent Investigations Office and by its own civilian Police Board.

The VPD is committed to breaking barriers and building bridges with Indigenous Peoples and works toward this through the initiatives outlined in this report as well as through the countless day-to-day and face-to-face interactions between VPD members and Indigenous community members.



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**NOTE ON LANGUAGE USAGE**

The Vancouver Police Department acknowledges the importance of language—it has the power to undermine or inspire, welcome or alienate. We acknowledge that individuals may have differing opinions on appropriate use of terminology. For the purposes of this document, and in line with the Federal Government’s recognition of First Nations, Inuit, and Métis as Indigenous Peoples, we refer to these populations as Indigenous; this is also consistent with standard terminology used in the United Nations Declaration on the Rights of Indigenous Peoples. The term Aboriginal is used when referring to existing organizations or materials using that term.



## INTRODUCTION

### INTRODUCTION

In September 2016, in response to calls for action from Indigenous families, communities, and organizations, the Government of Canada began a National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG). This inquiry<sup>ii</sup> has an overall mandate to “examine and report on the systemic causes of all forms of violence against Indigenous women and girls in Canada by looking at patterns and underlying factors”<sup>iii</sup>.

An important element of the inquiry is to identify which police practices have been effective in reducing the violence, death, and unexplained disappearances of Indigenous women and girls and members of the LGBTQ2S+ community.<sup>iv</sup> As part of the response to the MMIWG, the Vancouver Police Department (VPD) has compiled a comprehensive list of programs, training activities, and other initiatives that it undertakes to work with and support Indigenous Peoples. These initiatives have been in place for many years and are regularly assessed for effectiveness and relevancy.

One strategic goal of the 2017-2021 VPD Strategic Plan is to build relationships, understanding, and trust with diverse communities. Accordingly, the VPD routinely participates in a number of ongoing initiatives specifically engaging Indigenous Peoples. This report outlines and describes those activities, as categorized into various themes (e.g., initiatives aimed at women and girls, youth programs, and annual community events).

The VPD prides itself on its level of transparency and regularly provides information about policing to the citizens of Vancouver. As a municipal police department, the VPD is subject to a high degree of independent civilian



oversight. This includes oversight by the Office of the Police Complaint Commissioner, the Independent Investigations Office and by its own civilian Police Board.

### DIVERSITY & INDIGENOUS RELATIONS SECTION

For more than 20 years, the VPD has dedicated a section to directly work with populations that may have experienced significant public safety issues or negative policing outcomes. Cultural, economic, ethnic, sexual, racial, religious, marginalizing, or other distinguishing characteristics may define these populations. Therefore, the primary goal of the Diversity & Indigenous Relations Section is to improve outcomes applicable to populations with key issues such as overrepresentation in the criminal justice system, under-reporting of crimes, perceptions of fear and safety, and lack of confidence in the police.

The Diversity & Indigenous Relations Section provides outreach, develops partnerships,



and maintains relationships with various communities and interest groups. Members in this Section act as resources for frontline members who have questions surrounding specific individuals, community resources, or culturally sensitive situations. A total of eight sworn officers and two civilian members are assigned to the Diversity & Indigenous Relations Section. The Inspector in charge of the Diversity & Indigenous Relations Section is responsible for the management and coordination of all section activities. The Inspector also provides leadership, support, and strategic advice to other VPD sections regarding diverse communities in Vancouver.

Strategies used within the Diversity & Indigenous Relations Section to address safety issues and cultural factors include supporting recruitment to ensure the VPD has a reflective workforce. The Section also works with VPD's Training and Recruiting Section and other VPD units to provide professional development for frontline members. Relationships are developed with communities at both the management and frontline levels. Outreach is also accomplished through local media and participation in community forums, workshops, and rallies. To address safety issues, members regularly meet with representatives from diverse communities

and provide advice, suggestions, and recommendations. The specific activities and initiatives that are undertaken by the section are described throughout this report.

### INITIATIVES AND ACTIVITIES ENGAGING WOMEN AND GIRLS

Indigenous women experience higher rates of violent victimization than non-Indigenous women, with domestic violence being the most pervasive form of victimization experienced.<sup>vii</sup> One source of information to measure violence against Indigenous women is the General Social Survey (GSS); the 2014 results showed that Indigenous women had a spousal victimization rate (10%) almost triple that of non-Indigenous women (3%).<sup>viii</sup> The findings also revealed that Indigenous victims of spousal violence were more likely than non-Indigenous victims to have experienced violence more than once.<sup>ix</sup>

Indigenous women were also found to be significantly overrepresented as sex workers compared to non-Indigenous women.<sup>xi</sup> The literature has well documented that sexual and physical violence is common for women in the sex industry. For example, the authors in one study (which focused specifically on the Vancouver sex industry) interviewed 101





women, 52 of whom were Indigenous.<sup>xii</sup>

The overwhelming majority (82%) of these women reported both a history of childhood sexual abuse by multiple perpetrators and either being raped (78%) or physically assaulted (90%) while working in the sex industry. Given these alarming rates, the VPD has developed proactive programming and community events aimed specifically at engaging Indigenous women and girls to build awareness on violence against them.

### SisterWatch

Women in Vancouver's Downtown Eastside (DTES) area are particularly vulnerable to violence, injury, and death. Crime statistics in the DTES have never truly reflected the danger facing the women who live there. Whether the cause is fear of reprisals or general distrust of authority, women have historically been reluctant to report crimes against themselves and others.

Following the tragic death of Ashley Machiskinic, the SisterWatch Project emerged in December 2010 with Town Hall meetings consisting of residents of the DTES community and VPD members together from the SisterWatch Committee. VPD members on this

committee include the Chief Constable, members of the Diversity & Indigenous Relations Section, frontline officers, the Sex Industry Liaison officer, members from various units within the Special Investigations Section (SIS), and frontline officers from the Beat Enforcement Team (BET). The guiding principle of this committee is to provide a safe space for residents of the DTES to voice their concerns and to keep community members informed of police progress concerning investigations in the community, as well as any advances in community safety. Meetings are co-chaired by the Chief Constable and community members.

A recent Town Hall meeting was held on January 22, 2018. This Town Hall was well attended by community and VPD members, with positive feedback from the community. One of the highest honours was given to the VPD when the Chief Constable was presented with a Talking Stick to use with the community.

In addition to the Town Hall meetings, the SisterWatch Project also created the SisterWatch tip line, a special telephone hot line established and staffed by civilian women trained to assist callers who are concerned about their safety. This tip line encourages members of the community to come forward with information regarding crimes of gender violence, the death

## INITIATIVES AND ACTIVITIES ENGAGING WOMEN AND GIRLS

of Ashley Machiskinic, or any other safety concerns. Furthermore, a SisterWatch reward of \$10,000 was established for answers on how Ms. Machiskinic fell to her death on September 15th, 2010. To date, no information has come forward and while the reward has expired, the case remains open.

In order to raise awareness for the SisterWatch Project, special events are held throughout the year to promote the ongoing activities and functions of the SisterWatch Committee and the SisterWatch tip line. For example, a SisterWatch freezie giveaway took place on September 15th, 2016, in an effort to raise awareness for the 911 Emergency Call Box, located adjacent to the Women's Centre in the 300 block of Columbia Street. This was the second year that the event took place, in order to remind women that they can pick up the phone in the yellow box, and immediately reach a primary responder to report violence in the community, or provide information anonymously. A second 911 Emergency Call Box is located on the east side of Vancouver's Oppenheimer Park, beside the children's playground. This event engaged over 650 residents of the DTES, where information about the use of the call boxes was provided, as well as a quick demonstration.

A similar event took place on March 9th, 2017, where the SisterWatch Committee collaborated with the Aboriginal Front Door Society and the Aboriginal Culture and Creativity Program to promote the SisterWatch Project. Residents were once again reminded of the importance of reporting any safety concerns to the VPD.

As well as attending and hosting events promoting awareness, the SisterWatch Committee also participates in several community and cultural events. On June 6th,



2016, the SisterWatch Committee entered the sacred Squamish longhouse on the Capilano Reserve for a sweat lodge ceremony, led by Elder Robert Nahanee. The cultural importance of a sweat lodge ceremony cannot be overstated; these ceremonies hold strong significance for Indigenous Peoples in the purification and cleansing of the body and mind.<sup>xiii</sup> This ceremony, organized by activist Kelly White, brought members of SisterWatch and the VPD closer together, forging a more trusting bond. In addition to this particular sweat lodge ceremony, the VPD Indigenous Liaison Officer attends sweat lodges on the Squamish Nation. The SisterWatch Committee has attended a sweat lodge with VPD members.

### **DTES Women's Memorial March**

Since 2011, members of the VPD attend the February 14th annual Women's Memorial March, with 2018 marking the 28th anniversary of this event. The march begins at the Carnegie Community Centre with commemorative events inside the community centre. At noon, the march proceeds to a variety of locations to remember the deaths of women in the DTES.

## INITIATIVES AND ACTIVITIES ENGAGING WOMEN AND GIRLS

The Chief Constable, members of the VPD Executive, and frontline VPD members take part in this event, alongside approximately 5,000 other participants.

This event is held as a way to demonstrate courage and a commitment to end violence against women in the DTES. The VPD's participation illustrates the ongoing commitment of the department to support women surviving violence, and to help put an end to the violence.

### **Walk a Mile in Her Shoes**

On September 10th, 2016, the annual "Walk a Mile in Her Shoes" walk took place, where Indigenous men took an active role in calling for the end of violence against women. Participants walked a mile in a variety of women's shoes including heels, pumps, wedges, and flats to draw attention to gender violence and sexual assault, particularly within the Indigenous community. The MMIWG was a point of focus for this event and participants walked from Broadway and Commercial Drive to the Vancouver Aboriginal Friendship Centre Society (VAFCS) at Hastings Street and Commercial Drive, aiming to increase public awareness. Representatives from the VPD attended this event and were on site to promote the significant issue of violence against women and Indigenous women in particular.

### **Supporting and Prioritizing Indigenous Women's Wellness Workshop**

A wellness workshop was held at SFU Harbour Centre by Aboriginal Health on June 22nd, 2017, and served to improve understanding of how supporting Indigenous women's wellness helps to improve overall community wellness

within the Metro Vancouver area. Elder Roberta Price provided a welcome, and VPD officers attended in order to gain insight and knowledge into the link between Indigenous women's health and the move towards reconciliation.

### **Totem Pole Raising**

The BC Women's Hospital and Health Centre's Indigenous Health program hosted a special Totem Pole raising on November 16th, 2016, to officially open the Indigenous Outdoor Sacred Healing Space at the BC Women's Hospital. This space will provide Indigenous women and their families with a safe place to gather, and to carry out traditional healing ceremonies that align with their individual cultures and values. This totem pole raising event also served as a Dedication Ceremony to recognize the achievements of Cheryl Ward (Interim Director of Indigenous Health and Director of San'yas Indigenous Cultural Safety) in enhancing Indigenous Cultural Safety. In support, various members of the VPD attended this event.

### **Honouring Ceremony**

To raise awareness about the missing and murdered Indigenous women in the DTES, Brad Firth, also known as Caribou Legs, drew attention to the issue by running across the country. Beginning his journey in Oppenheimer Park, he finished his 7,400-kilometre run in St. John's, Newfoundland, approximately six months after he started. The traditional Gwich'in long distance runner from the Dene territory had previously lived on the streets of the DTES, and wished to inspire hope, and increase awareness surrounding the issue of domestic violence and violence against women.





To honour his return home and his achievements in completing his marathon, a ceremony was held at the Carnegie Community Centre on December 12th, 2016, which was attended by several members of the VPD. Two VPD members had the special honour of “blanketing” Caribou Legs, while another had the special honour of being a “witness.” This event was significant for the VPD to have been invited to share in this special honouring ceremony.

#### **Women's Safety Fair & Personal Safety Team**

The Women's Safety Fair (WSF) was established based on the principals of knowledge and awareness in an effort to empower women while building relationships with community partners. Together with community agencies, the WSF provided an event for women to have an opportunity to access personal safety services and resources. The WSF had three components: a personal safety workshop, information booths, and a coordinated community discussion. The successes of the WSF has made it an integral part of the VPD's effort to confront violence against marginalized women.

Prior to the July 7, 2012 WSF at the Trout Lake Community Center, two members of the VPD were asked to create and present a comprehensive women's self-protection component for the event. A two-hour

workshop was developed and delivered to over 60 women. This inaugural Women's Personal Safety Workshop (WPSW) was enthusiastically embraced by the participants. The VPD received overwhelming demand for the WPSW from diverse community groups including those representing marginalized women in the DTES. Due to the high demand for this program, it was redesigned with the following goals in mind:

- a. Design an effective self-protection program that can be easily learned, retained and applied in high stress situations by women of varying skill and abilities;
- b. Recruit and develop instructors within the VPD with the dual purpose of training women in self-protection and connecting with women from diverse communities in a personal setting;
- c. Build stronger relationships with our diverse communities while providing our members with the opportunity to develop themselves.

In January 2013, 16 female police officers of various seniority and experience were recruited as volunteers and trained to form the Women's Personal Safety Team (WPST). As news of the WPST circulated, more police women expressed interest in participating. As of 2017, the WPST consists of 30 instructors who volunteer their time to teach women skills



and concepts regarding crime prevention and dealing effectively with violent encounters. The workshops are designed to be easily learned and remembered by women with little or no tactical training.

The WPST has several community partners, including SisterWatch, Battered Women's Support Services and The Vancouver Aboriginal Community Policing Centre Society (VACPCS). Ensuring Indigenous women are receiving training, workshops have been held for women in the Musqueam nation and at the Vancouver Native Housing Society. The WPST also has a standing commitment with the Prostitution Alternatives Counselling and Education (PACE) Society's Violence Prevention and Safety program. Approximately eight to ten women attend this bi-weekly program for eight weeks. Safety training is also provided to other low to no barrier women's housing in the DTES. Approximately 30% to 40% of the participants are Indigenous women.

### **SEX WORK ENFORCEMENT GUIDELINES**

Stemming from long-term systemic issues resulting from colonization, racism, and the Residential School system, the VPD recognizes that Indigenous Peoples are overrepresented among survival sex workers.<sup>xiv</sup> In January 2013, the VPD implemented the "Sex Work Enforcement Guidelines"<sup>xv</sup> as a guiding document to establish a process by which the VPD will work with the sex industry community to open lines of communication and foster increased engagement. The Sex Work Enforcement Guidelines also assist frontline officers in understanding the VPD's philosophy and expectations regarding the investigation of crime in the sex industry.

The VPD values building relationships with those involved in the sex industry to increase the safety of the workers, reduce victimization and violence, and where appropriate (such as with youth), assist with exit strategies. In all situations, VPD officers will treat those in the sex industry with respect and dignity. These guidelines outline response strategies, and ensure a consistent and respectful message when VPD officers deal with anyone involved in the sex industry.



## COMMUNITY LIAISON FUNCTIONS

In his Missing Women Commission of Inquiry report,<sup>xvi</sup> Commissioner Wally Oppal supported the VPD's Sex Enforcement guidelines. Further, in the recommendations, he suggested that all other police forces in B.C. consider implementing similar guidelines.<sup>xvii</sup>

*"I support the approach taken by the VPD, both because of the community engagement process undertaken in developing the guidelines and because the substance is responsible to the identified needs of this group of vulnerable women...The guidelines approach is a model of community policing at its best."*

COMMISSIONER W. OPPAL  
MISSING WOMEN COMMISSION OF  
INQUIRY (2012)

### COMMUNITY LIAISON FUNCTIONS

To bridge the gap between police and community members, the VPD has established several full-time community liaison positions tasked with activities that specifically aim at breaking barriers with identified populations. These include a full-time position each of a Sex Industry Liaison Officer, a Homelessness Outreach Coordinator, a dedicated police officer at the Aboriginal Community Police Centre, a Musqueam Liaison Officer, and an Indigenous Liaison Officer. These positions are a vital component of the VPD's strategic mission to work with the community and have been received positively by the community. Further, the Missing Women Commission of Inquiry received positive feedback regarding the work carried out by officers in these positions.<sup>xviii</sup>

### Neighbourhood Police Officer for the Vancouver Aboriginal Community Policing Centre

The Vancouver Aboriginal Community Policing Centre was founded by Vancouver's Indigenous community to address social justice issues, improve safety for Indigenous Peoples and improve the relationship between the VPD and the Indigenous community through education, awareness, and open dialogue. The VACPCS, located at 1719 Franklin Street, is a non-profit organization that is governed by a Board of Directors elected by and from members of Vancouver's Indigenous community. In working with the Indigenous community, local organizations, and all levels of government, the VACPCS is better able to provide services, programs and resources to help maintain the security and safety of the Indigenous community in Vancouver. The VACPCS is intended to

## COMMUNITY LIAISON FUNCTIONS

provide a safe place where community members can gather to identify, discuss, and address safety issues in Vancouver. The programs offered to the Indigenous community focus on social development, healing, life skills, support, counselling, and the centre provides a supportive environment.

As a conduit to VACPCS, the VPD maintains a dedicated Neighbourhood Police Officer (NPO) working with the centre to support staff and community members accessing the VACPCS. The NPO plays an integral part in fulfilling the mandate of the VACPCS, providing support and representing the VPD. The NPO works with the Indigenous population to communicate their needs and concerns to the VPD. Specifically, this NPO is in a unique position to assist Indigenous Peoples when they file a missing person report, and will often assist individuals with liaising with the investigative units. The NPO works to achieve mutual understanding on community-police issues, and serves as the primary contact for multiple Indigenous and non-Indigenous agencies in Vancouver.

### **Indigenous Liaison Officer**

The VPD has a dedicated Indigenous Liaison Officer who works with Vancouver's urban Indigenous population to communicate their needs and concerns to the police. The aim is to achieve mutual understanding and/or alignment on community and police issues. The Indigenous Liaison Officer serves as the primary contact for multiple Indigenous agencies in Vancouver and serves as the Vice President of the Board of Directors at UNYA, a registered non-profit society with the Province of B.C. and a federally registered charitable organization.

The Indigenous Liaison Officer was the Vice President of the Board at Circle of Eagles Lodge, a men's residential facility providing care and custody to Indigenous men 19 years of age and over who have been conditionally released from federal institutions. This facility provides room and board, individual counselling, life skills training and job preparation, self-help programs, and traditional healing practices. Additionally, the Indigenous Liaison Officer sits on the President's Aboriginal Education Advisory Council (AEAC) at the Justice Institute of British Columbia (JIBC). The AEAC provides the JIBC with advice, recommendations, and guidance to enhance access, retention, and success of Indigenous learners in JIBC programs and services. Situated in the JIBC President's Office, the AEAC operates in an advisory capacity to the JIBC.

The Indigenous Liaison Officer also works closely with community partners to provide healthy activities for high-risk Indigenous youth such as hiking, mountain biking, skim boarding, and cultural outings. Many Indigenous youth have developed a trusting relationship with the Indigenous Liaison Officer through participation in different programs such as the Breakfast Club program, hosted by the Broadway Youth Resource Centre (BYRC) and the Aboriginal Youth First program, hosted by the Urban Native Youth Association (UNYA). The Indigenous Liaison Officer works one-on-one with Indigenous youth, and serves as a positive adult role model in the lives of many Indigenous youth, including current or former gang members.

Much of the work in the community requires face-to-face coordination with someone in a position of trust and respect; the Indigenous Liaison Officer fulfills that role and acts as

## COMMUNITY LIAISON FUNCTIONS

a resource for frontline patrol members who may have questions about specific individuals, resources available in the community, or how best to approach situations in a culturally sensitive manner. Frontline officers are also provided with assistance with police files. The Indigenous Liaison Officer also monitors the activity of the two largest Indigenous gangs in Vancouver and represents the VPD at many community functions and meetings.

### Sex Industry Liaison Officer

The mandate of the Sex Industry Liaison Officer is to work with all individuals involved in the sex industry; the purpose of the position is to build trusting relationships to increase the reporting of violent incidents and to strengthen community ties. The Sex Industry Liaison Officer has daily contact with sex workers and vulnerable women, and estimates that Indigenous women represent 40% to 50% of that population.

This role has expanded in the community, straddling the lines between enforcement and advocacy, and is a proven resource for many Indigenous women, including many who live and work in the DTES. Duties of this position include, but are not limited to: accompaniment to follow up appointments (e.g., obtaining audio/video/written statements, victim services, medical appointments); transportation to out-of-town court commitments (e.g., Crown counsel interviews, courtroom preparation, and testifying in court); assisting with placement in detox, recovery; transitional housing and second stage housing; and, connecting with community programs that include housing, mental health, employment, and personal development.

The Sex Industry Liaison Officer works closely with the Women's Information Safe House

(WISH) Drop-in Centre where she connects with Indigenous women of varying ages and backgrounds. As a result of her presence in the community and availability outside of regular working hours, she assists in a wide range of ways including organizing violence prevention and safety workshops. Examples of workshops include the following:

- The Sex Industry Liaison Officer is a key participant in the Aboriginal Cultural and Creativity Program, which hosts between eight to twelve participants who are all Indigenous sex workers. This program is held two times per year and includes a ceremonial sage-picking event hosted by the Merritt Nicola Valley Band and the Conayt Friendship Centre. In addition to participating in picking this medicine, transportation is provided for up to nine women who would otherwise be unable to attend. Approximately 80 other Indigenous women generally attend the event.
- The Sex Industry Liaison Officer participates in the PACE Violence Prevention and Safety workshop for women held every eight to ten weeks with approximately eight participants. These participants learn about:
  - Confrontation management skills
  - Using their instincts and lived experiences to identify potential dangers
  - Disengagement techniques as well as relevant laws
  - Police procedures
  - Court processes

Partnerships are essential to the success of the work done by the Sex Industry Liaison Officer. Community partners in addition to WISH and PACE include the First United Church, Carnegie Outreach, Vancouver Coastal Health (VCH) Intensive Case Management Team, Downtown

## COMMUNITY LIAISON FUNCTIONS

Community Health Clinic, DTES residences, detox, recovery and transition Houses and various shelters (e.g., Triage, Al Mitchell Place, Yukon and the Evelyn Saller Centre).

The Sex Industry Liaison Officer was instrumental in launching the ID4ME program in the DTES. Many community members did not have identification and faced difficulty accessing better housing, bus or airplane travel, and banking. The Liaison Officer secured funding from the Vancouver Police Foundation to help community members obtain government-issued photo ID. The program is ongoing and over a five year period, more than 1,000 pieces of ID have been issued.

Since 2010, the Sex Industry Liaison Officer has also been distributing donated cell phones to vulnerable women to provide a way for them to call 911 if they need to. In 2017 alone, 150 cell phones were distributed.

### **Musqueam Liaison**

The Musqueam Indian Band (MIB) is located in the southwest corner of VPD's District 4 area. There is a service agreement between MIB and the City of Vancouver, where the City provides municipal services such as policing to the Musqueam area. The VPD has assigned a Musqueam Liaison Officer who is responsible for the community and works closely with the band administration.

In general, the Musqueam Liaison Officer's duties are to break down barriers between the VPD and the people of the Musqueam nation. This includes partaking in speaking engagements that bring awareness to the history of the Indigenous Peoples of Canada, as well as participation in activities that the

VPD is involved in to remedy the relationship. The Musqueam Liaison Officer regularly participates in the "Circle of Understanding" cultural competency training, with police recruits at the JIBC and takes part in events such as the UBC Circle of Juvenile Justice (2012) and the Brown Bag Lunch Series (JIBC, 2012). The Musqueam Liaison Officer also hosts university classes on a tour of the Musqueam lands as a way to share the history of the nation and region, while highlighting the positive policing that occurs in the community. Furthermore, the Musqueam Liaison Officer regularly engages in activities that take place in Musqueam including celebratory (e.g., graduations) or otherwise (e.g., funerals).

The Musqueam Liaison Officer has become a fixture in the Musqueam community and someone that MIB members trust and do not hesitate to call for help. All MIB members have access to the liaison's cell phone number and a quick call back will be received from the officer regardless of the time of day. The Musqueam Liaison Officer has knowledge of the history of the families in Musqueam, and has developed positive relationships with those families.

Due to the Musqueam Liaison Officer's investment, the administration of the MIB has evolved largely. One example is the advent of a "Community Safety Committee" which mobilizes in the event of a community member going missing. This committee is made up of the managers of the critical departments of the MIB, such as Health, Safety and Security, Social Development, Drug and Alcohol Prevention, and Finance. The Community Safety Committee often acts on behalf of the family, and reaches out to the VPD Missing Persons Unit (MPU) to coordinate efforts through the Musqueam Liaison member.

The VPD Musqueam Liaison Officer is also a member of the MIB's Justice Committee, which oversees the security patrol, and plays an important role in

## COMMUNITY LIAISON FUNCTIONS

reducing crime on the reserve. Members of the security patrol liaise daily with the Musqueam Liaison Officer to identify and address community concerns and crime prevention strategies.

Through the MIB's administration, the Musqueam Liaison Officer has been involved in bringing back the Safe House Program, aimed at providing high-risk youth on the reserve with intensive life skills coaching and the support of the community.

### Homeless Outreach

A preliminary report by the BC Non-Profit Housing Association detailing the regional distribution and general characteristics of the homeless population was released on April 10th, 2017.<sup>xix</sup> The findings revealed a steep increase in homelessness across Metro Vancouver, with 828 more people identified as homeless in 2017 compared to 2014, representing a 30% increase in homelessness and the highest numbers to date. Indigenous homelessness is also on the rise, with 34% of all homeless people identifying as Indigenous, compared to 31% in 2014.

Housing and homelessness require strong partnerships between all levels of government, non-profit and co-operative housing providers, community support services, and individuals requiring these supports to build safe and inclusive neighbourhoods. Organizations such as BC Housing, Ministry of Social Development, faith-based organizations, non-profit housing operators working in single room occupancy and shelter systems, as well as community members, all partner to provide support to the marginalized population. Towards this goal, in 2009, the VPD developed the role of a Homeless Outreach Constable. The Homeless

Outreach Constable conducts outreach work with the homeless and coordinates with mental health, addiction, housing serving sectors, and municipal and provincial governments. The Constable also acts as a resource for external agencies, as well as internal sections within the VPD.

### Frontline Officers: Ongoing Engagement with Marginalized Women

As a large proportion of marginalized Indigenous women reside in the DTES and surrounding areas, frontline patrol officers assigned to those areas actively take part in a number of initiatives to support this group. For instance, VPD's patrol District 2 and BET members routinely work alongside multiple community partners to better the lives of marginalized Indigenous women, such as advocating for better housing, accompanying them to Detox, working out next steps for recovery and treatment, and connecting them with family. Several BET officers are active members of the SisterWatch Program, which as previously mentioned, further works to support marginalized Indigenous women. BET members also routinely take part in several Indigenous-based ceremonies and events throughout the year. Finally, one BET officer has been assigned as a liaison person with the Downtown Eastside Women's Centre (DEWC) and works closely with the VPD's Sex Industry Liaison Officer. Anecdotally, due in part to these relationship building efforts, sex industry workers and other marginalized Indigenous women in the DTES have provided more information on first contact with frontline VPD officers in relation to police incidents.

### A FOCUS ON INDIGENOUS YOUTH

Canada's Indigenous population is soaring; and if "the future of a country is its youth, then Canada's future is increasingly Aboriginal. Canada's

## A FOCUS ON INDIGENOUS YOUTH

Aboriginal youth population is growing at three times the national average.<sup>xx</sup> The literature on the victimization of this growing population is dark—the results of the 2014 GSS revealed that more violent crimes were committed against Indigenous youth than their older counterparts.

<sup>xxi</sup> Childhood sexual abuse against Indigenous youth has been found to be prevalent, according to some studies. For example, on average, 25% to 50% of Indigenous women were victims of sexual abuse as children compared to 20% to 25% average within the non-Indigenous population.<sup>xxii</sup>

*...when the effects of all other factors were controlled, the strongest predictor of violent victimization was being young.*

(BRZOZOWSKI ET AL, 2006)

Further emphasizing the need for proactive measures, there is a correlation between childhood domestic victimization, and subsequent victimization and criminal activity later in life.<sup>xxiii</sup> There is an association between the severity of the abuse and the likelihood of the victim becoming involved in juvenile delinquency—this is particularly the case among males.<sup>xxiv</sup> In light of these serious findings, and an effort towards preventative programming, the VPD has the following youth-oriented initiatives in place.

### Aboriginal Recreation and Culture Program

The Aboriginal Recreation and Culture (ARC) program is a new VPD program that seeks to engage high-risk, urban Indigenous youth in cultural and recreational activities, and to encourage pro-social behaviours and healthy life choices. The ARC program is intended for youths between the ages of 16 to 24 who may have any combination of the following risk factors: substance use issues; physical and/or mental health concerns; homelessness or lack of stable housing; low socio-economic status and lack of access to resources for survival; poor educational attainment and/or limited employment history; involvement with the criminal justice system; and, social isolation and attachment to negative associates.

Through preventative activities, the ARC program encourages high-risk, urban Indigenous youth to make healthier life choices and will provide participants with one-on-one leadership and mentorship from police officers and Indigenous youth leaders. Using a similar approach to the wraparound service model, individualized services will be tailored to each participant based on their specific, identified needs. Through participation in engaging recreational and cultural activities, the ARC program will promote the health and well-being of each participant. By addressing the physical, emotional, social, and cultural needs of the participants, the ARC program will not only help to decrease crime rates and recidivism, but will also help the most vulnerable youth during the raging opioid crisis that has been declared a public health emergency in B.C.<sup>xxv</sup>





The VPD Indigenous Liaison Officer, supported by a VPD Program Administrator in the Diversity & Indigenous Relations Section, as well as numerous VPD patrol members, will facilitate the ARC program. The patrol members will serve as the frontline officers that work in the districts serving the program partners, Directions Youth Services (DYS) and BYRC. Participants will be recruited from these two youth centres and along with youth workers, will be attending all ARC activities. DYS will have a designated Aboriginal Outreach Worker responsible for programming, while BYRC will have a designated Youth Volunteer Coordinator and Counsellor assigned to the program. UNYA will be designating the Youth Leadership Coordinator and Aboriginal Youth First Sports and Recreation Program Coordinator to help coordinate and ensure ongoing support and leadership to the ARC program.

The ARC program held its first activity on June 14th, 2017, and will continue to have weekly activities, alternating between hosting youth from DYS and BYRC. With a \$35,000 budget for 2017 to 2018 from both the Civil Forfeiture Office and the Vancouver Police Foundation (VPF), the ARC program aims to engage a maximum of ten youth per week throughout the course of the year.

### **The Indigenous Cadet Program**

Aimed at Indigenous youth aged 19 to 29, the VPD's Indigenous Cadet Program continues to successfully employ two to four Indigenous applicants per cohort, with the focus on promoting employment and career development opportunities for Indigenous Peoples within law enforcement agencies. The program runs annually from June until the end of August and successful applicants spend half of that time working with the VPD fleet services to gain valuable work experience. The other half is spent on "ride-alongs" with various sections of the VPD, to gain greater understanding and insight into the numerous functions of the police department. Applicants also participate in the annual Pulling Together Canoe Journey.

The Indigenous Cadet Program is open to anyone of Indigenous ancestry and is currently funded by the Aboriginal Community Career Employment Services Society (ACCESS). It has been running successfully since 2004, when the VPD signed an agreement with the British Columbia Aboriginal Workforce Strategy and the Province of B.C.; since then, more than eight graduates have gone on to have successful careers within both the VPD and other law enforcement agencies.





### **The VPD Cadet Program**

Operated within VPD's Youth Services Section, the VPD Cadet Program was established in September of 2014. The vision was to provide a program that would assist youth at-risk during the difficult time of adolescence in making positive life decisions and choices while providing excellent role models.

The VPD Cadet Program is open to Vancouver School Board students in Grade 10 to 12 and draws from the diversity of the city. This program has relevance to the Indigenous community, as many vulnerable and marginalized youth come from Indigenous backgrounds and, therefore, a special emphasis is placed on recruitment from this cohort. During the 2016/2017 program year, students from Indigenous backgrounds accounted for 11% of the Cadets. This figure was 13% and 15% in the 2014/2015 and 2015/2016 program years, respectively.

The Cadets meet every Saturday during the school year for a total of 26 weeks of programming. Additionally, the Cadets meet every second Wednesday evening for either homework club, where Cadets who

need assistance with school studying receive tutoring; or on the alternate Wednesday for less regimented sporting games and competitions.

The scheduled training includes a heavy emphasis on physical training and testing such as the Grouse Grind, snow shoeing, boot camp sessions, and timed runs. There are 'marching drill' for the Cadets on most Saturdays, which most of the youth indicate they enjoy. There are lessons in cultural awareness and giving back to the community. The cadets participate in graffiti paint-outs and distribute much needed items in the DTES. They participate in the community events such as the Remembrance Day parade, the Chinatown parade, and the Pride parade. There is some exposure to police functions through presentations from the Dog Squad, Marine Unit, Major Crime Section, Forensic Identification Unit, Accident Investigation, Traffic, and Tactical Training. There are team building exercises and many leadership opportunities. Cadets are also encouraged to engage in public speaking opportunities both within and outside of the program.

Elements of the program focus on the Indigenous community, including the participation in the annual Pulling Together

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Canoe Journey and the use of the VPD canoe, NCH'7MUT [pronounced In-CHOTE-Mote], a Squamish phrase meaning “one heart, one mind”. The program provides all students from Indigenous backgrounds the right of first refusal to join in the journey. In the past three years, at least five of the ten available spots have been provided to students from this cohort. Participation in this journey highlights the importance that the VPD Cadet Program places on its relationship with the Indigenous community. Additionally, Indigenous cultural competency training has been incorporated into the curriculum, and is aimed at reducing stigma and creating awareness of the rich, but trying history of Canada's Indigenous Peoples, and the impact of colonization and residential schools.

### Youth Mental Health Team Initiative

The Youth Mental Health Team Initiative is in the early development stage; however, the intention of the VPD Youth Services Section is to collaborate with Ministry of Children and Family Development (MCFD) and VCH to develop a team that can provide wrap-around services for youth living with serious mental health issues and substance abuse. This is relevant to the Indigenous community as Indigenous youth represent just over 8% of youth in B.C., but are overrepresented as 52% of youth in MCFD care.<sup>xxvi</sup>

Part of the impetus for creating the team comes as a response to the Paige Gauthier report (2015) authored by BC's Representative for Children and Youth.<sup>xxvii</sup> The report focuses on an Indigenous teenager whose tragic death sparked calls for a review of the social services

system. One of the issues highlighted was the teenager's contact with health care workers, police, and social workers, and the lack of reporting to the MCFD. Working with a capped case load, the Youth Mental Health Team aims to provide better communication, coordination, and collaboration between agencies to better serve the most vulnerable and at-risk youth in Vancouver.

### Grandview/Ɂuuqinak'uuh Elementary School Community Celebration Series

For the past five years, the VPD has been involved in the planning and implementation of the annual Community Celebration Series at Grandview/Ɂuuqinak'uuh Elementary School. Indigenous Peoples represent over 70% of the student population and include Nations such as: Squamish, Musqueam, Tsleil Waututh, Haida, Nisga'a, Cree, Ojibwe, Dakelh, Piapot, Kwakwaka'wakw, Namgis, Kwaqitl, Tsimshian, and Metis.<sup>xxviii</sup>

Participation in both the Spring Celebration and the Christmas/Winter Holiday Celebration has been extensive over the years, with previous events boasting the VPD participation including the VPD Armoured Recovery Vehicle, Mobile Command Centre, Emergency Response Team, Mounted Unit, Canine Unit, Bicycle Patrol, and the Diversity & Indigenous Relations Section. These events have been successful in allowing youth the opportunity to have positive interactions with police officers in a welcoming environment.

In addition to attending the annual celebrations, the VPD's Program Administrator in the



Diversity & Indigenous Relations Section has assisted the school with obtaining funding for these events. With the support of the VPF, celebrations for the 2017/2018 school year will be funded in the amount of \$4,500 to assist in covering costs of food and drink.

going out on the water. Alongside Collingwood Neighbourhood House's "Spirit of the Salmon" and "Soaring Eagle" canoes, various canoes were awakened and were prepared ceremoniously for the ten-day journey they embark on in July.

## ANNUAL COMMUNITY EVENTS

### Traditional Canoe Waking Ceremony

To celebrate the start of the season, an annual canoe waking ceremony takes place in the Coast Salish tradition, and the VPD actively participates in this ceremony. The ceremony, in preparation for the annual Pulling Together Canoe Journey typically takes place at the VPD Kiosk. Similar to last year's event, this year saw the VPD canoe, NCH'7MUT, awakened by members of the Squamish Nation and VPD Canoe Club members on April 22nd, 2017. Elder Wes Nahanee from the Squamish Nation welcomed all participants. The celebration for the start of the canoe season included drumming, singing and feasting. This celebration signifies the end of winter, and as such, the canoes are "woken up" prior to

### Pulling Together Canoe Journey

The VPD participates in the annual Pulling Together Canoe Journey, which has been successful in building cooperation amongst various cultures, non-profit groups, and government agencies in B.C. for the past 16 years. Designed to encourage understanding and bring public safety agencies and Indigenous Peoples together, the 16th annual event in 2017 included canoe families from the Pulling Together Canoe Society, and was hosted by the Squamish, Musqueam and Tsleil-Waututh nations. Other agencies involved include municipal police forces from Abbotsford and West Vancouver, as well as The Royal Canadian Mounted Police (RCMP), the Royal Canadian Navy, Fisheries and Oceans Canada, UNYA, Collingwood Neighbourhood House, and other organizations.



## ANNUAL COMMUNITY EVENTS

The 2017 Pulling Together Canoe Journey started in Gibsons, B.C. on July 5th, 2017 with paddlers journeying through Howe Sound along the Sunshine Coast. Stops were made in Sechelt, Potlatch Creek, Squamish, Porteau Cove, Horseshoe Bay, and Ambleside Park before returning to Vancouver; this year's event culminated in the Gathering of the Canoes event and participation in the Canada 150+ celebrations. This year's Pulling Together Canoe Journey was one of its largest yet, with approximately 30 large canoes, and hundreds of paddlers from across the province taking part. The VPD canoe family was one of the largest this year and filled two canoes with 34 sworn, civilian, and Executive members, Indigenous cadets, and VPD cadets.

For some, the Pulling Together Canoe Journey has provided the first opportunity for participants to get to know each other outside of a historically confrontational context. This shift in viewpoint may help change the way future contact is conducted. VPD members have expressed that the Pulling Together Canoe Journey has allowed for ongoing positive interactions with youth on a more consistent basis, and has allowed for changed dynamics, as a result of increased, mutual respect. What may sometimes seem like inconsequential changes are actually significant and momentous relationship hurdles, and this annual journey allows for the breakdown of communication barriers on an ongoing basis.

In addition to the annual canoe journey, the Pulling Together Canoe Club hosts events throughout the year as a way to commemorate the friendships built during previous events. One such event was held on November 13th, 2016, when a barbeque was hosted by the MIB,

for all paddle participants and members of the community, to bring all participants together. The event featured food, engaging cultural celebrations, as well as shared laughter and conversation.

### **Tribal Journey**

The Tribal Canoe Journey is a celebrated event for the Indigenous Peoples of the Pacific Northwest. This journey is a revival of the traditional method of transportation and is a significant cultural experience for all participants. Each year, a different nation hosts other Indigenous nations coming from the coastal communities of Alaska, British Columbia, and Washington State. The VPD's Indigenous Liaison Officer frequently attends the annual event at the invitation of the Squamish Nation. The Squamish Nation is instrumental in providing guidance to the VPD with regards to Coast Salish protocol and tradition.

The Tribal Canoe Journey is typically two weeks in duration but depending on the distance, the trip can take up to a month. Participants learn traditional canoe carving and decorating, and learn to work together as a "canoe family". All Tribal Journey activities are family-friendly, and drug/alcohol-free. On arrival, the host tribe holds a Welcoming ceremony, with the canoe families asking permission to land. Cultural festivities, such as drumming and dancing, last for days.

### **National Indigenous Day**

National Aboriginal Day is celebrated annually across Canada on June 21st, and in Vancouver is a full day of events, activities, and performances at the Aboriginal Friendship Centre, Trout



Lake Park and the Musqueam Indian Band. Every year, VPD attends this popular event and the 2017 event saw the Diversity & Indigenous Relations and Recruiting sections sharing a booth at Trout Lake Park. There were also representatives from the Traffic Section, Mounted Unit, Public Affairs, Photo Lab, Beach Patrol, District 3 Neighborhood Policing Team, Community Safety Unit, as well as the Victim Services Unit, who brought along Lucca, the VPD Trauma dog. The day began with culturally rich festivities and a pancake breakfast at the Aboriginal Friendship Centre, followed by a VPD Traffic escorted walk from there to the events at Trout Lake. The Musqueam Liaison Officer, a member from the Recruiting Unit, the VPD Lion Dance team, and members of the Mounted Unit were on hand at the Musqueam Reserve for the festivities held there.

### **National Aboriginal Veterans Day**

The Aboriginal Veterans Day ceremony takes place on November 8th in order to recognize the contributions of more than 7000 Canadian Aboriginal Veterans that fought for this country in the First and Second World Wars, and the Korean War. The event began with a pipe ceremony and prayer at the Carnegie Community Centre, and was followed by an order of march that proceeded to the Victory Square Cenotaph for a wreath laying ceremony. The march and ceremony were well attended, concluding at 12:00 hours. Afterwards, members were invited to return to the Aboriginal Friendship Centre for lunch, prayers and traditional songs honouring the veterans.

## INCREASING CULTURAL COMPETENCY: VPD TRAINING INITIATIVES

### INCREASING CULTURAL COMPETENCY: VPD TRAINING INITIATIVES

Indigenous Peoples of Canada include diverse groups of peoples with distinct cultural and social characteristics. For police and other law enforcement personnel, understanding the unique history and culture of Indigenous Peoples is an important part of effective communication and interaction with the Indigenous Peoples, and communities they serve. Training initiatives that the VPD is involved in are outlined in the following sections.

#### VPD Aboriginal Cultural Competency Training

Aboriginal Cultural Competency (ACC) training was designed to increase knowledge, enhance self-awareness, and strengthen the skills of those who work both directly and indirectly with Indigenous Peoples. The goal of the ACC training was to further develop individual competencies and promote positive partnerships. Participants learned about aspects of colonial history such as Residential Schools, a timeline of historical events, and contexts for understanding social disparities and inequities. Through interactive activities, participants examined culture, stereotyping, and the consequences and legacies of colonization. Participants were also introduced to tools for developing more effective communication and relationship building skills. This training was conducted in 2015 for approximately 650 frontline members, volunteers, and civilian staff of the VPD by two Residential School survivors and Elders from the Indigenous community. The film, “The Spirit Has No Colour” was also shown.

#### Circle of Understanding at the JIBC

The Circle of Understanding serves as cultural competency training for all municipal police recruits completing their Block 3 training sessions, and prior to going on the road. This training was designed to help increase knowledge and understanding of Indigenous culture, history and heritage, with an emphasis on the history of colonization in Canada and the impact of Residential schools upon Indigenous Peoples. During the training, the film “The Spirit Has No Colour” is screened for recruits and participants hear stories from Residential School survivors to fully comprehend the extent of trauma and suffering endured. An Elder is often in attendance to impart wisdom and culture through singing and drumming, and the Indigenous Liaison Officer helps to lead a smudging ceremony.

In 2016, the Circle of Understanding was held at the JIBC on October 19th and 20th, and the NPO from the VACPCS provided training sessions for all attendees. This marked the first time that a Circle of Understanding session was conducted with a Sheriff’s class in attendance, and there was great feedback from all of the participants. In addition, the VPD Indigenous Liaison and Musqueam Liaison Officers led several training sessions with various municipal police forces in order to increase cultural understanding and awareness of Indigenous topics within policing.

## INCREASING CULTURAL COMPETENCY: VPD TRAINING INITIATIVES

### Aboriginal and First Nations Awareness Course

A six-hour e-Learning course has been offered since 2016 to all new VPD members hired from other police agencies (referred to as exempt employees). These employees would have missed the previous ACC offered in 2015. The Aboriginal and First Nations Awareness course provides basic knowledge of the history and geography of Indigenous Peoples. It is the foundation for understanding contemporary issues pertaining to Indigenous lands, cultures, and communities. This course has several learning outcomes:

1. An understanding of who Indigenous Peoples are and definitions of the terms that are commonly used to refer to Indigenous peoples in Canada;
2. Knowledge of the history, geography, and demographic characteristics of Indigenous Peoples;
3. Understanding how Indigenous Peoples perceive relationships with land;
4. Recollection of the history of Indigenous treaties;
5. Define culture and its influence on the Indigenous way of life, communication, and points of view;
6. Recognition of the characteristics of the six Indigenous cultural regions in Canada;
7. Familiarity with the differences between Indigenous and traditional Western cultures;
8. Understanding the impact of the various social and economic factors facing Indigenous communities across Canada today.

### Special Municipal Constable Program:

#### Aboriginal Awareness

The *Aboriginal Awareness*<sup>1</sup> course has been a mandatory component of the Special Municipal Constable Program since 2014. As of 2017, 61 VPD Special Constables have taken this course.

Through the use of the video “The Spirit Has No Colour” and classroom discussion, learners become familiar with the impact of European contact on Indigenous culture, the role of law enforcement and its impact on Aboriginal culture, and the steps law enforcement and Aboriginal people may build relationships. Learning outcomes of this course include:

1. Development of an awareness of the history of Indigenous Peoples (First Nations, Inuit and Metis peoples), particularly in B.C.;
2. Familiarity with the role of police in the enforcement of the laws of Canada that today are deemed to have been damaging to the Indigenous Peoples, destructive to their culture, language and spiritual values and practices, and based on the belief that Indigenous Peoples are culturally inferiority;
3. Demonstration of an understanding of the consequences of generations of children being taken from their families and placed into the Residential Schools of this country, systematically destroying family systems, and possible learning of family practices and parenting skills;
4. The ability to demonstrate an understanding of the connection between drug and alcohol abuse, family disintegration, and the loss of cultural identity to the sexual, psychological, physical and other abuse that was common in Residential Schools.

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<sup>1</sup> This course is currently being revised to ensure that the terminology of Indigenous Peoples Awareness is used, rather than Aboriginal Awareness.



## INCREASING CULTURAL COMPETENCY: VPD TRAINING INITIATIVES

### **Sex Work and Sex Workers Awareness Course**

Offered first to all frontline officers in 2014, *Sex Work and Sex Workers Awareness*, is a 90 minutes eLearning course that provides a comprehensive overview of sex work and the impact it has on society in Canada. This course provides practical knowledge for officers working with sex workers, case studies that highlight various perspectives, as well as the various legal authorities police officers have at their disposal.

Since 2014, all newly hired exempt VPD members receive this course as part of their education. In addition, it has also been embedded into the Special Municipal Constable Program as a mandatory component of the Community Awareness Component. In total, 924 VPD members have taken this course. The learning outcomes for this course consist of:

1. An awareness of the language and misconceptions surrounding sex work:
  - Reflection on the impact on sex workers of the terminology used for police officers;
  - Challenging various myths and misconceptions related to sex work;
  - Identifying an awareness of the challenges of being a sex worker.
2. An awareness of the impact of human trafficking on the sex work industry:
  - Defining human trafficking;
  - Identifying the role human trafficking plays in the sex work industry;
  - Distinguishing between human trafficking and sex work;
  - Distinguishing between human trafficking and sexual exploitation.
3. An awareness of the criminal law relating to sex work;
  - Reviewing how Section 210 CC (keeping a common bawdy-house) impacts a sex worker;
  - Reviewing how Section 212 CC (procuring and living on the avails of prostitution) impacts a sex worker;
  - Reviewing how Section 213 CC (communication) impacts a sex worker;
  - Awareness of how the Bedford Decision (Bill C-36) might impact Section 210, Section 212, and Section 213 of the Criminal Code;
  - Recollection of how the VPD has changed its perspective regarding Section 213 as a result of the Missing Women Commission of Inquiry (2012).
4. An awareness of the role of the VPD's Sex Work Enforcement Guidelines:
  - Recollection of the philosophy of the sex work enforcement guidelines;
  - Ability to explain the reasoning for the development of the sex work enforcement guidelines;
  - Development of an awareness of the guidelines;
  - Recognition of how the guidelines can be applied to a case study.

## OTHER COMMUNITY CONNECTIONS

### OTHER COMMUNITY CONNECTIONS

#### West Coast Night

The NPO for the VACPCS regularly attends the weekly West Coast night at the VAFCS during the summer months. This event provides an opportunity for the various Indigenous Peoples of the West Coast to highlight their unique culture through the sharing of song and dance. Using drums, rattles, button blankets, and masks, they are able to share their unique identities and tell their personal and ancestral stories.

#### Aboriginal Head Start Preschool Visits

Two Constables from the Diversity & Indigenous Relations Section attended the Eagle's Nest Aboriginal Head Start Preschool on July 20th, 2016, to promote a positive image of police, as well as educate the children on safety issues. This preschool is located in the DTES and provides a culturally safe learning environment through parent and Elder involvement.

#### JIBC Aboriginal Gathering Place Open House

On May 26th, 2016, VPD members attended the JIBC to participate in a traditional Indigenous ceremony, and shared a meal together in order to celebrate the opening of the new Aboriginal Gathering Place at the New Westminster Campus. The new facility was funded by the Ministry of Advanced Education, and is dedicated to teaching, learning and exchange in support of JIBC's Indigenization Plan. This space will support the JIBC's Indigenous students and will serve as a venue where all

students, staff, faculty and the wider community can deepen their knowledge and appreciation of Indigenous history and culture.

#### "Learning About Your Culture" – Directions Youth Services

In addition to ongoing outreach at DYS, VPD's Indigenous Liaison Officer organized and implemented a cultural workshop for Indigenous staff members. Approximately 30% of the youth that access services at DYS are Indigenous and given the demonstrated need for youth to connect with their cultural heritage, Indigenous Cultural Teacher, Elder Wes Nahanee and the Indigenous Liaison Officer implemented the first of many "Learning about Your Culture" workshops in July 2016.

#### DTES Pow Wow

On September 18th, 2017, Oppenheimer Park was the site of the 5th annual DTES Pow Wow, as dancers in full regalia moved to the sound of the drumbeats, and people came together as a community. This year's event moved away from the celebration of Elders and towards the celebration of children, as part of a four-year cycle of change that is symbolic of looking towards our united future. The DTES Pow Wow was started by the community group, Culture Saves Lives, as a way to bring back Indigenous culture to the DTES. Prior to this event, it was found that, although the DTES maintains one of the largest urban Indigenous populations in the country, it was lacking in cultural events that allowed community members to celebrate their heritage, and thus, the DTES Pow Wow was born.

## OTHER COMMUNITY CONNECTIONS

### **Thank you event from Native Courtworker and Counselling Association of BC**

Hosted by the VAFCS on October 14th, 2016, the Native Courtworker and Counselling Association of British Columbia held a thank you event to recognize the contributions of community partners. The VPD's Indigenous Liaison Officer was among those recognized for the incredible community outreach that he does, and the NPO at the VACPCS was on hand to help celebrate this great achievement.

### **UNYA Open House**

On October 26th, 2016, the UNYA held their annual open house in order to showcase their varied Indigenous youth programming. These programs include personal support services, education and training, live-in services, sports, and recreation, as well as drop-in services and arts and culture. VPD members and the Chief Constable attended in support of this organization.

### **Love Heals**

In response to the fentanyl crisis occurring in the DTES, activist Audrey Siegl organized a healing ceremony for emergency responders, who are first on scene to help with difficult situations relating to the crisis. The event took place at the Carnegie Community Centre on January 18th, 2017, and invited VPD members were brushed off with individual boughs of cedar to be cleansed of negative energy, emotional hurt, and bad spirits.

### **Hobiye**

This annual event is the Nisga'a New Year, which celebrates the waxing crescent moon in the latter part of winter each year. Serving as a prediction of the coming harvest, the Nisga'a People of North Western B.C. look to the skies as they come together to celebrate. In Vancouver, the Nisga'a of Ts'amiks hosts the annual celebration with song, dance, and food. On February 3rd and 4th, 2017, VPD members attended the annual cultural celebration at the PNE Forum.

### **Western Red Cedar Planting Ceremony**

In order to honour the presence of Indigenous Peoples in Oppenheimer Park, a Western Red Cedar planting ceremony was held on March 30th, 2017. Led by Elder Sam George, a tree was planted and the NPO from the VACPCS helped to prepare the space for planting.

### **DTES tour for Adams Lake Indian Band youth**

In an effort to inform Indigenous youth of the realities of living in the DTES, the Indigenous Liaison and Musqueam Liaison Officers led youth from the Adams Lake Indian Band on a tour of the DTES. This was the 3rd such tour for the Musqueam Liaison Officers, and the youth met officers from the Odd Squad and Beat Enforcement Team, and attended the Carnegie Community Centre, Aboriginal Front Door Society, and the DEWC.



### **Native Courtworker and Counselling Association of BC Networking Potluck**

The Indigenous Liaison Officer attended the monthly networking potluck lunch hosted by the Native Courtworker and Counselling Association of British Columbia on May 5th, 2017. This organization is comprised of court and youth workers, a health specialist, and community care coordinators, who help to ensure culturally appropriate health and justice-related services are provided to Indigenous Peoples. This networking potluck lunch allows VPD to strengthen existing relationships with community service providers.

### **Community Clean-Up Event**

Joining forces with the Hastings Sunrise Community Policing Centre, the VACPCS volunteers and the NPO organized and hosted a Community Clean-Up event on May 13th, 2017. This event saw volunteers helping to de-litter the streets of East Vancouver and the participants stayed for a small barbeque afterwards.

### **ACCESS Career Fair**

On June 16th, 2017, members from VPD's Diversity & Indigenous Relations Section and Training and Recruiting Unit attended the Aboriginal Community Career Employment

Services Society (ACCESS) Aboriginal Career Fair. This event, hosted at the VAFCS, featured public service agencies, post-secondary educational institutions, as well as employers on-site looking to improve upon diverse hiring practices. Participants were eligible for fantastic door prizes, could participate in resume writing workshops and enjoyed a wonderful barbeque together.

### **The POPATCH Garden Committee**

Sworn and Civilian employees volunteer in a community garden at VPD Headquarters producing produce for the UNYA cooking program.

### **Nurture through Nature and Hives for Humanity**

In 2015, the POPATCH Garden Committee developed an ongoing partnership with Hives for Humanity, which is a non-profit organization dedicated to encouraging relationship building and community connections through apiculture, more commonly known as beekeeping. Since setting up two honeybee colonies in the POPATCH garden, there has been tremendous success in increasing community building and community agency partnerships.







Through mentorship-based programming, the partnership with Hives for Humanity has resulted in several educational workshops each year, which have provided opportunities for participants to increase their knowledge and understanding of these gentle, work-oriented insects. Within these Nurture through Nature workshops, participants learned about the life cycles of bees, their positive contributions to their surrounding communities, and actively discovered the ways in which they can help to bolster diminishing bee populations, especially in urban centres like Vancouver. Many of our past workshops have been held in collaboration with youth groups from UNYA and the Aboriginal Friendship Centre, effectively providing opportunities for Indigenous youth to engage in this innovative programming.

In addition to the educational aspect of the workshops, these highly popular events have facilitated an informal and welcoming environment in which participants interact and engage with members of the VPD. By learning more about one of nature's most incredible species, participants discover little known facts about apiculture, while increasing positive exposure to the VPD. So far in 2017, two

Nurture through Nature workshops have been held (April 5th and June 14th), successfully engaging more than 25 Indigenous youth from local Indigenous organizations. Having received \$1,250 in funding from the VPF for 2017-2018, the workshop series will continue to help engage Indigenous youth members of the community with the wonders of apiculture.

### **Lunch with the Chief**

The Lunch with the Chief series is a popular quarterly event that has been well received by the DTES community, frontline VPD members, and members of the VPD Executive since its initial launch in February 2014. The purpose of this event is to provide a casual environment in which to foster positive relationship building while sharing in meaningful conversations and delicious food. Taking place in the heart of the DTES at the Carnegie Community Centre, this event provides the opportunity for individuals to interact and create relationships with police members.

Many community members who have attended have indicated that they relished the opportunity to put names and faces together and appreciated



the chance to have positive and engaging interactions with police members in a friendly environment. While this event is open to all, a large proportion of participants are Indigenous Peoples and the VPD has invited guest speakers that are Elders from local nations and other key figures. For example, last September, the guest speaker at Lunch with the Chief was an Indigenous Cadet.

#### **DIVERSITY IN THE WORKPLACE**

The VPD is committed to diversity in the workplace, with the goal of proportionately representing the citizens of Vancouver. Specifically, through recruitment initiatives that place value on diversity, the VPD has 32 Indigenous employees (26 sworn and 6 civilian).

#### **VANCOUVER POLICE BOARD**

When selecting members, the Vancouver Police Board (VPB), the employer and governing body of the VPD, considers diversity and knowledge of communities. Although not a requirement, the VPB, historically and currently, have had Indigenous representation from board members.

#### **SERVICES FOR VICTIMS**

The BC Victims of Crime Act and the Canadian Victims Bill of Rights stipulates that victims of crime must receive information on the services available to them.<sup>xxix</sup> In line with this, the VPD's Victim Services Unit provides victims and witnesses with professional, supportive, and timely resources, to lessen the impact of crime and trauma. Services may include emotional support, practical assistance, justice-related information and referrals to other agencies. Target outcomes include improved safety, reduced risk of further victimization, access to information and support, enhanced criminal investigations and increased willingness to participate in the criminal justice system.

VPD's Victim Services Unit follows mandated protocols to refer clients to specific community agencies, several of which are tailored towards Indigenous clients. If a victim of crime self-discloses that they are Indigenous to one of the VPD caseworkers, they are to refer them to Indigenous-focused services such as the Aboriginal Wellness Program, Watari Youth, Family and Community Services, or Aboriginal Front Door. Referrals are also made to DEWC, Battered Women's Support Services, and

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Women Against Violence Against Women, amongst others who have developed Indigenous culturally-focused support groups. Additionally, clients may be referred to the VACPCS or liaise with the NPO at the VACPCS.

When recruiting staff for the Victim Services Unit, whether full-time caseworkers or After Hours Crisis Response Workers, consideration is given to applicants with skills and experience working with diverse population groups and different languages or cultures. For example, one of the current After Hours staff members is Indigenous and has extensive experience as a Social Worker and Youth Counsellor in various Indigenous communities. Finally, the VPD Victim Services Unit encourages all of its staff members to attend any training that is available on Indigenous awareness.

### CULTURAL AWARENESS IN POLICE INVESTIGATIONS

The VPD follows the same investigative process regardless of a victim's race, gender, sexual orientation, or any other factor. Nevertheless, VPD investigators are keenly aware of the unique historical and cultural sensitivities surrounding Indigenous victims and consider those during investigations, both to provide resources for the victim and to aid the investigation. The sections below outline select illustrations of proactive engagement with the Indigenous community and resulting cultural awareness.

In addition to serving as members on the SisterWatch committee, members of the VPD SIS are partners in The Treehouse, a Child and

Youth Advocacy Centre (CYAC), which is an initiative that VPD, along with Family Services of Greater Vancouver (FSGV), BC Children's Hospital, MCFD, Ministry of Justice, VACFSS, and the Crown counsel in the Vancouver region created.

The Treehouse coordinates a dynamic, multi-disciplinary response, which supports the investigation, and intervention of child abuse, minimizes trauma, and works to enhance the community's ability to protect children. The team is comprised of VPD Sex Crimes Unit (SCU) detectives, social workers from MCFD, the VACFSS, and Victim Support Workers from FSGV.

In addition to the Treehouse, investigators in the SCU also rely on the support of VACFSS for child abuse or sexual assault investigations that are not conducted at the CYAC. For example, VACFSS counsellors support Indigenous victims by providing counselling and/or treatment services, they also assist by providing more information on the criminal justice system. VPD Domestic Violence and Criminal Harassment (DVACH) unit detectives and counsellor partners attend quarterly meetings at VACFSS headquarters in Vancouver. Other community partners in attendance include Probation Officers, MCFD representatives, and various advocacy group representatives.

VPD's DVACH unit collaborates with a variety of community partners to help those involved in violent situations with their intimate partner. For example, DVACH detectives will often work with the Musqueam Liaison Officer and the MIB Security when incidents of intimate



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partner violence occur in the community. The collaboration often involves offender management and safety planning with the victims. DVACH also works closely with community services societies, namely VACPCS and WISH. Continued training and sharing of information is vital to maintaining community relationships that are relied upon to ensure the safety of victims.

DVACH ensures that they develop community connections via presentations and meetings with community members. For example, the DVACH Sergeant and counsellors from FSGV present to group participants, including Indigenous women, transgendered persons, sex workers, and those with mental health and addiction issues. The participants are actively involved in relationships or situations that expose them to frequent physical violence, largely intimate partner violence. Select topics presented include safety planning, justice system processes, counselling and support services, discussions around bridging the barriers to reporting to police, amongst other topics.

Another component of the SIS is the Counter Exploitation Unit (CEU). The CEU does not have programs, initiatives, or training that are specific to Indigenous Peoples; however, the CEU philosophy focuses on protecting vulnerable and exploited persons in the sex industry; a high percentage of such sex workers are Indigenous. The CEU has an imbedded FSGV Case Worker who frequently acts as a bridge between sexually exploited Indigenous women and the police. This Case Worker is mindful of the systemic issues that may prevent women from disclosing their criminal victimization to

the police. In addition to this partnership with FSGV, CEU members will exchange information related to identified risks, offenders, and exploitive practices with community partners such as WISH, UNYA, and VACFSS, to ensure community well-being.

Like all VPD investigative units, the VPD's unit dedicated to missing individuals, MPU, also follows the same investigative process regardless of any demographic factor. Nonetheless, MPU investigators are also aware of the sensitivities around Indigenous Peoples and missing person investigations. The MPU has, and continues to work on fostering new community partnerships, and maintaining those already established. These community partnerships, both inside and outside of the Indigenous communities are with, but not limited to; outreach workers (e.g., WISH, UNYA, Carnegie, and Covenant House), MCFD, VACFSS, group home staff, supportive housing staff (e.g., Atira Women's Resource Society and Portland Hotel Society), Canadian Centre for Child Protection, and many others. These partnerships are vital to build trust and work effectively together to shorten the time a person is missing and lessen the likelihood of repeat missing reports on the individual.

VPD MPU members continue to provide training to police members in settings such as the JIBC, cycle training, and Sergeant education programs. As well, training is provided to volunteers at various community police offices (e.g., the Collingwood Community Policing Centre and VACPCS) on missing persons issues, and the cultural and historical sensitivities that all persons associated to the policing community would benefit from knowing. The MPU



provides training and education to the wider community by speaking to the Citizen's Police Academy. This is facilitated by the Diversity & Indigenous Relations Section in order to foster an understanding of missing person files and the continued unbiased approach of the MPU towards each person reported missing. Finally, since 2012, members of the MPU give presentations at the B.C. Missing Persons Centre bi-annual training symposium, Unidentified Human Remains, and Counter Exploitation Training Symposium. They have also presented at the British Columbia Aboriginal Policing Services Annual Training conference.

MPU members have attended "working groups" of the MMIWG to both provide and gain insight into the issues around missing persons and Indigenous Peoples. These meetings have continued to build trust and cooperation on issues that are present or arise between the police and Indigenous Peoples. Members of the MPU have attended training supplied by VPD on cultural sensitivities and historical issues as seen by the Indigenous Peoples themselves. Some MPU members have had the honour of attending sweat lodges and meeting with community Elders to better understand and appreciate the beliefs of the Indigenous Peoples.

## CONCLUSION

This document illustrates the VPD's ongoing commitment to breaking barriers and building bridges with Indigenous Peoples. However, the true measure of the VPD's engagement is reflected in the countless day-to-day and face-to-face encounters our members have with this community. These untold interactions have helped strengthen our bond with the Indigenous community towards reconciliation.

## GLOSSARY OF ABBREVIATIONS/ACRONYMS

This list below of abbreviations/acronyms is compiled from terminology that is used throughout this report.

<b>ACC</b>	Aboriginal Cultural Competency
<b>ACCESS</b>	Aboriginal Community Career Employment Services Society
<b>AEAC</b>	Aboriginal Education Advisory Council
<b>ARC</b>	Aboriginal Recreation and Culture Program
<b>BET</b>	Beat Enforcement Team
<b>BYRC</b>	Broadway Youth Resource Centre
<b>CEU</b>	Counter Exploitation Unit
<b>CYAC</b>	Child and Youth Advocacy Centre
<b>DTES</b>	Vancouver Downtown Eastside
<b>DVACH</b>	Domestic Violence and Criminal Harassment
<b>DYS</b>	Directions Youth Services
<b>FSGV</b>	Family Services of Greater Vancouver
<b>GSS</b>	General Social Survey
<b>JIBC</b>	Justice Institute of British Columbia
<b>LGBTQ2S+</b>	Lesbian, gay, bisexual, transgender, queer, two-spirited
<b>MCFD</b>	Ministry of Children and Family Development
<b>MIB</b>	Musqueam Indian Band
<b>MMIWG</b>	National Inquiry into Missing and Murdered Indigenous Women and Girls
<b>MPU</b>	Missing Persons Unit
<b>NPO</b>	Neighbourhood Police Officer
<b>PACE</b>	Prostitution Alternatives Counselling and Education Society
<b>RCMP</b>	Royal Canadian Mounted Police
<b>SCU</b>	Sex Crimes Unit
<b>SIS</b>	Special Investigations Section
<b>UNYA</b>	Urban Native Youth Association
<b>VACFSS</b>	Vancouver Aboriginal Child and Family Services Society
<b>VACPCS</b>	Vancouver Aboriginal Community Policing Centre Society
<b>VAFCS</b>	Vancouver Aboriginal Friendship Centre Society
<b>VCH</b>	Vancouver Coastal Health
<b>VPB</b>	Vancouver Police Board
<b>VPD</b>	Vancouver Police Department
<b>VPF</b>	Vancouver Police Foundation
<b>WISH</b>	Women's Information and Safe House
<b>WPST</b>	Women's Personal Safety Team
<b>WPSW</b>	Women's Personal Safety Workshop
<b>WSF</b>	Women's Safety Fair

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*Beyond the Call*

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