

to the Community

Our Commitment



**A REFERENCE GUIDE
ON COMMUNITY MATTERS**

FEBRUARY, 2022



VANCOUVER POLICE DEPARTMENT

CHIEF'S MESSAGE

The Vancouver Police Department (VPD) is committed to engaging with the diverse communities it serves and working with partner agencies towards the shared goal of improving public safety. This report showcases the many programs, initiatives, and partnerships that the VPD undertakes to enhance community relations, while highlighting the vigorous VPD training requirements to ensure comprehensive knowledge, skill, and competency.

The VPD actively promotes diversity and inclusion, both within the organization and throughout the communities we serve. Given ever-evolving relationships between police and equity-deserving groups, such as Indigenous and 2SLGBTQ+ communities, the VPD has long prioritized building relationships, establishing trust, and improving communications. Through outreach, liaison, and committee work, as well as cultural awareness training, the VPD is dedicated to cultivating new relationships, while building upon existing partnerships.

With a specific focus on strengthening mental health processes, supporting harm reduction from substance use, assisting individuals experiencing homelessness, and ensuring the safety of those involved in sex work, the VPD recognizes the impact and outcome of unresolved social issues. By working in tandem with community groups and partners to develop informed and collaborative strategies, the VPD strives to maximize both individual and community well-being.

Finally, the VPD acknowledges the significance of dedicated community volunteers in long-standing programs such as the Community Policing Centres, Block Watch, and Citizens' Crime Watch. Without the support of the communities we serve, the VPD would not be able to effectively implement safety strategies essential to reducing neighbourhood crime and disorder issues.

It is only by working together that we can achieve excellence and innovation in public safety – the VPD is proud of our shared commitment to the community.

CHIEF ADAM PALMER
VANCOUVER POLICE DEPARTMENT

The Vancouver Police Department acknowledges the city of Vancouver is located on the traditional, ancestral, and unceded territories of the xʷməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Səl̓íl̓wətaʔ (Tsleil-Waututh) First Nations.

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PROMOTING DIVERSITY & INCLUSION

The Vancouver Police Department (VPD) recognizes the importance of diversity and inclusion, both within the organization and in the communities that we serve. The VPD promotes cultural awareness, provides outreach, and fosters relationships and partnerships with various communities and interest groups. The VPD takes great measures to recruit a diverse workforce; 27% of officers and 36% of civilian professionals identify as ethnically diverse, with staff speaking over 50 languages. This diversity extends to all ranks; the VPD Executive team is comprised of both ethnic and gender diversity (33% ethnically diverse and 47% female).

PROGRAMS & PARTNERSHIPS

A Dedicated Diversity Section

Established over 20 years ago, the Diversity, Inclusion, and Indigenous Relations Section (DIIRS) has an over-arching goal of building trust and confidence with diverse communities in Vancouver. DIIRS also offers resources for frontline officers who have questions surrounding individuals, community resources, and culturally sensitive situations.

Equity, Diversity, and Inclusion Review

Utilizing a lens of equity, diversity, and inclusion, the VPD has initiated a full review of the Regulations and Procedures Manual (RPM), Jail Manual of Operations, and all VPD specific forms to ensure language is inclusive, and that policies and procedures do not contribute to any barriers, biases, or discriminatory practices.

2SLGBTQ+ Liaison Officer

Engages 2SLGBTQ+ communities through relationship building, outreach, and ongoing liaison activities.

Diversity Liaison Officer

Conducts outreach to various communities, which includes weekly meetings and educational programs at the [Immigrant Services Society of BC](#), youth engagement through the New Kids program, and community education through the Citizens' Police Academy.

Hate Crimes Investigator

Works with patrol officers and investigative units to address all hate crimes, as well as develop and deliver training and hate crime prevention programs.

African Descent VPD Advisory Committee

Builds VPD capacity to create and enhance practices, policies, and training aimed at enriching community relationships, improving safety, and eliminating the impact of implicit bias and structural barriers to justice.

Inclusive Workplace Committee

A group of over 40 diverse police officers and civilian professionals who work to ensure that the VPD has an inclusive, diverse, and equitable culture, where employees can reach their full potential to excel in their service to the public.

Love Who You Want, Play What You Want

A community and police sports initiative promoting the inclusion and acceptance of 2SLGBTQ+ youth and adults to love who they want, and play or attend the sport they want, without fear.

Out on Patrol

A non-profit, peer support organization for 2SLGBTQ+ police members that focuses on community engagement, charitable work, and education.

Safe Place

Identifies local businesses and institutions, via window decals, to designate premises as a place of safety for members of the 2SLGBTQ+ community if they have been a victim of crime and/or are feeling unsafe.

PROMOTING DIVERSITY & INCLUSION



New Kids

Focusing on educating and creating awareness around law enforcement through police mentorship, New Kids is designed to help newcomer and refugee youth learn about policing in Vancouver, while providing opportunities to foster relationship and belonging.

Lunch with the Chief

Taking place four times a year since 2014, Downtown Eastside (DTES) community members are invited to share a meal and conversation with the Chief and other police officers, breaking communication barriers, and encouraging meaningful interactions.

British Columbia Women in Law Enforcement (BCWLE)

Association of police and civilian professionals dedicated to strengthening, uniting, and promoting women in law enforcement in BC through mentorship, speaker series, webinars, and leadership opportunities.

VPD Lion Dance Team

Group of VPD police officers, civilian staff, and volunteers from the Chinese Community Policing Centre (CPC) formed the VPD Lion Dance Team in 2005 to celebrate their heritage and to recognize/enhance the multicultural diversity of the VPD.

Cultural Events

Participation in numerous community events throughout the year including but not limited to:

- Lunar New Year Festival & Parade
- Vaisakhi
- Pink Shirt Day
- BC Law Enforcement Diversity Network
- Korean Leadership Conference

REPORTS & RESOURCES

- **Community Matters: Community Outreach Report** (2020) (vpd.ca/wp-content/uploads/2021/06/community-matters-1.pdf)
- **Policy for Initial Contact with Transgender Persons** (2016) (vpd.ca/wp-content/uploads/2021/06/policy-initial-contact-with-transgender-people.pdf)
- **Walk with Me – VPD Transgender Training Video** (2016) (www.youtube.com/watch?v=qtwBgm8HEpM)
- **Searches of Cultural, Religious, or Personal Items and Clothing (RPM 1.12)** (2018) (<https://vpd.ca/wp-content/uploads/2022/01/vpd-manual-regulations-procedures-p404-408.pdf>)
- **Guidelines on Police Requests Related to Immigration Status** (2018) (vpd.ca/wp-content/uploads/2021/06/guidelines-request-for-immigration-status.pdf)
- **Public Demonstration Guideline** (2012) (vpd.ca/wp-content/uploads/2021/06/public-demonstration-guidelines-1.pdf)
- **Investigating Hate Crimes** (<https://vpd.ca/report-a-crime/report-a-hate-crime/>)
- **Vancouver Police Board's Resolution on Structural Racism** (2021) (<https://vancouverpoliceboard.ca/police/policeboard/documents/2021-06-30-VPB-Resolution-on-Structural-Racism.pdf>)

CULTIVATING AND STRENGTHENING INDIGENOUS RELATIONS

The VPD acknowledges that social inequities disproportionately impact Indigenous communities, as a lasting result of colonization. By prioritizing the improvement of Indigenous and police relations, the VPD seeks to foster community engagement, and enhance Indigenous cultural awareness, while ensuring the VPD remains culturally sensitive and respectful of Indigenous practices. The VPD maintains support of the United Nations Declaration on the Rights of Indigenous Peoples, the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG), and the Truth and Reconciliation Commission Calls to Action, with dedicated programs and policies to prioritize recommendations.

PROGRAMS & PARTNERSHIPS

Indigenous Advisory Committee

Members of the VPD, alongside eight respected members of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Səl̓íl̓wətaʔ (Tsleil-Waututh) First Nations, meet regularly to consult on ways to establish trust and relationship, eliminate barriers, and increase cultural awareness.

Indigenous Liaison Protocol Officer

Works directly with the Indigenous community to develop both VPD and community programming, while serving as a dedicated point of contact for community members to raise concerns. This officer advises the VPD on all Indigenous protocols related to formal events and integrates these protocols into current VPD ceremonies.

Indigenous Liaison Officer

Has engaged Indigenous communities through relationship building, outreach, and ongoing liaison activities since 1981.

xʷməθkʷəy̓əm (Musqueam) Liaison Officer

Engages with members of the xʷməθkʷəy̓əm (Musqueam) Indian Band, offering culturally sensitive policing services, supporting community members, and working to actively improve police relations.

Vancouver Aboriginal Community Policing Centre (VACPC)

Through support from a dedicated VACPC Liaison Officer, the VACPC offers advocacy, community engagement, victim assistance, referrals, education, awareness, and culturally relevant programs that promote crime prevention and community safety.

Access Recreation and Culture Youth Program

Funded by the [BC Civil Forfeiture Office](#) and the [Vancouver Police Foundation](#), this mentorship program utilizes recreation and Indigenous culture to build resilience in Indigenous youth participants, while assisting with career goals in the criminal justice system.

Indigenous Cadet Program

Funded by the [Aboriginal Community Career Employment Services Society](#), this paid, 3-month work experience program provides opportunity to Indigenous youth aged 19-31 seeking knowledge and experience with the VPD.

Pulling Together Canoe Journey

An annual, multi-day canoe journey centred on cultural learning, traditional protocol, reconciliation, and relationship building between various Indigenous groups and public service agencies in BC, including law enforcement.

THE HEALING PATH NECKLACE



SisterWatch

Standing committee of community members, Women's Memorial March Committee members, and VPD representatives who follow Indigenous information-sharing practices, while working towards the elimination of violence against women and girls in the DTES.

The Healing Path Necklace Initiative

Signifies a call to action. Police officers wear a necklace to indicate their eagerness to learn about the history of Indigenous peoples, whereas members of the Indigenous community wear a necklace to indicate their willingness to engage in dialogue and sharing of culture.

Blue Eagle Community Cadet Program

In partnership with Metro Vancouver Transit Police and VACPC, this program provides culturally connected mentorship, leadership skills, and opportunity to Indigenous youth aged 12-15.

Indigenous Community Events

Participation in numerous Indigenous community events throughout the year, such as:

- Women's Memorial March
- Walk for Reconciliation
- National Indigenous Peoples Day
- National Day for Truth and Reconciliation
- National Indigenous Veterans Day
- Pulling Together Canoe Journeys
- Gathering Our Voices Indigenous Youth Conference
- Hoobiye (Nisga'a New Year)
- Indigenous Link
- Musqueam Canoe Races



CONTINUING TO DEVELOP INDIGENOUS RELATIONS

REPORTS & RESOURCES

- **Learning From Lost Lives** (2019)
(<https://vpd.ca/wp-content/uploads/2021/06/learning-from-lost-lives.pdf>)
- **The Tragedy of Missing and Murdered Aboriginal Women in Canada** (2011)
(<https://vpd.ca/wp-content/uploads/2021/06/missing-murdered-aboriginal-women-canada-report.pdf>)
- **Missing Women Investigation Review** (2010) (<https://vpd.ca/wp-content/uploads/2021/06/missing-women-investigation-review.pdf>)
- **Missing Women Investigation Review: Summary** (2010)
(<https://vpd.ca/wp-content/uploads/2021/06/missing-women-investigation-review-summary-report.pdf>)
- **Final submissions of the VPD and the Vancouver Police Board to the Missing Women's Inquiry** (2012)
(<https://vpd.ca/wp-content/uploads/2021/06/missing-women-investigation-review-vpd-and-vpb-final-submissions.pdf>)
- **Avoiding Future Tragedies – Improving Investigations of Missing Women to the Missing Women's Inquiry** (2012)
(<https://vpd.ca/wp-content/uploads/2021/06/missing-women-investigation-review-avoiding-future-tragedies.pdf>)
- **VPD Statement – Supreme Court Ruling on Pickton Case**
(<https://vpd.ca/wp-content/uploads/2021/06/pickton-decision-lepard-statement.pdf>)
- **VPD Statement on the Missing Women Investigation Review** (2010)
(<https://vpd.ca/news/2010/08/20/statement-of-dcc-doug-lepard-concerning-the-release-of-his-missing-women-investigation-review/>)
- **Lessons learned from the Missing Women Investigation**
(<https://vpd.ca/wp-content/uploads/2021/06/missing-women-investigation-review-lessons-learned.pdf>)

EFFECTIVE COLLABORATION: HELPING COMMUNITIES IN NEED



By working together we can alleviate the stigma and societal impacts surrounding untreated mental health conditions, lack of stable and affordable housing, inability to access addictions treatment, and safety concerns for sex workers. The VPD strives to be a leader in policing, through collaboration in social programming, inter-agency information sharing, advocacy, and outreach work, as well as community-informed strategies to address these social issues.

AN ESTABLISHED COMMITMENT: THE VPD'S MENTAL HEALTH STRATEGY

The VPD maintains its long-standing commitment in prioritizing the timely management of mental health conditions through established partnerships with community partners and healthcare service providers. With a formal mental health strategy established since 2016, the VPD is dedicated to the use of proactive interventions and diversion to the healthcare system whenever possible. Additionally, the VPD has had notable success in implementing data-driven, research-based programming, which ensures the timeliness of service provision and prevention from unnecessary entry into the criminal justice system. From initial assessments to assertive outreach and wraparound services, the VPD has been involved in the planning, development, and ongoing implementation of a multitude of client-centric, award-winning programs and practices.

PROGRAMS & PARTNERSHIPS

VPD Mental Health Unit

The Mental Health Unit, comprised of 11 dedicated police officers and a systems coordinator, implements all VPD mental health related programming. Ongoing referrals and proactive interventions help to improve service provision through community partnerships and wraparound supports.

EFFECTIVE COLLABORATION: HELPING COMMUNITIES IN NEED

Project Link

A partnership between the VPD, Vancouver Coastal Health, and Providence Healthcare established in 2011. Recipient of the 2015 Nancy Hall Public Policy Leadership Awards, Award of Merit, which recognizes an organization in BC that has influenced mental health policy and contributed to positive mental health development.

Car 87/88

Operating since 1978, and supplemented by Car 88, provides onsite mental health assistance through a mobile team of psychiatric nurse and plainclothes police officer.

Assertive Community Treatment

Wraparound services for clients with complex and/or concurrent disorders through an interdisciplinary team of 10-12 professionals including: dedicated nurses, social workers, psychiatrists, vocational counsellors, Indigenous peer support workers, and VPD Mental Health Unit officers.

Assertive Outreach Team

Short-term bridging services to transition clients from emergency healthcare and/or criminal justice system, through an interdisciplinary team of dedicated psychiatrists, nurses, clinical supervisors, and police officers. Recipient of the 2015 International Association of Chiefs of Police's Webber Seavey Award for promoting a standard of excellence that exemplifies law enforcement's contribution and dedication to the quality of life in local communities.

Early Warning System

Identifies, monitors, and forecasts need for potential mental health programming referrals based on pre-defined weighted factors.

St. Paul's Hospital HUB

The St. Paul's Hospital Hub, Rapid Access Addiction Centre, and Vancouver Police Foundation Transitional Care Centre work together to provide specialized clinical care, accommodations, referrals, and bridging services for individuals with mental health and/or substance use issues. The VPD remains integral to this initiative and continues to provide ongoing support.

REPORTS & RESOURCES

- **Our Community in Need** (2020)
(<https://vpd.ca/wp-content/uploads/2021/06/our-community-in-need.pdf>)
- **Pathway to Wellness - Video** (2018)
(<https://www.youtube.com/watch?v=aFW45gSU6qw>)
- **VPD's Mental Health Strategy** (2016)
(<https://vpd.ca/wp-content/uploads/2021/06/mental-health-strategy.pdf>)
- **Vancouver's Mental Health Crisis: An Update Report** (2013)
(<https://vpd.ca/wp-content/uploads/2021/06/mental-health-crisis.pdf>)
- **Vancouver's Mental Health Crisis: The Background** (2013)
(<https://vpd.ca/wp-content/uploads/2021/06/mental-health-crisis-background.pdf>)
- **Beyond Lost in Transition: Report** (2010)
(<https://vpd.ca/wp-content/uploads/2021/06/vpd-lost-in-transition-part-2.pdf>)
- **Beyond Lost in Transition: Executive Summary** (2010)
(<https://vpd.ca/wp-content/uploads/2021/06/vpd-lost-in-transition-part-2-exec-summary.pdf>)
- **Lost in Transition** (2008)
(<https://vpd.ca/wp-content/uploads/2021/06/vpd-lost-in-transition-2.pdf>)

EFFECTIVE COLLABORATION: HELPING COMMUNITIES IN NEED



HELPING INDIVIDUALS EXPERIENCING HOMELESSNESS

The VPD views the pervasive social issue of homelessness through a compassionate, person-centric lens. Given the complex, concurrent, and nuanced needs of many individuals experiencing homelessness, the VPD is dedicated to minimizing criminalization and penalization wherever possible, in favour of housing supports. Collaborative and respectful outcomes are consistently sought by VPD officers to resolve complaints from residents and/or businesses while respecting the integrity, rights, and freedoms of the individuals facing homelessness and/or under-housing.

PROGRAMS & RESOURCES

- **VPD Homeless Outreach Coordinator**
Started in 2009, this dedicated officer works to support individuals who are experiencing homelessness, by developing trust and relationships with this population, and offering referrals where appropriate.
- **VPD Homelessness Policy – Video** (2009)
(<https://www.youtube.com/watch?v=YOXDBA37zI4>)

EFFECTIVE COLLABORATION: HELPING COMMUNITIES IN NEED



SUPPORTING HARM REDUCTION: SUBSTANCE USE DISORDERS AND ADDICTION ISSUES

The VPD has adopted a progressive position on policing those living with substance use issues, with the goal of enhancing individual and community safety, preventing harm, and protecting the vulnerable to build healthy and safe communities. The VPD has implemented a harm reduction approach for over 15 years, with extraordinary measures taken to divert individuals with substance use issues away from the criminal justice system.

In July 2020, VPD Chief Adam Palmer, as then-President of the Canadian Association of Chiefs of Police, publicly called for the decriminalization of personal possession of drugs. In line with their ongoing harm reduction approach, the VPD continues to work with the provincial government to decriminalize small amounts of illicit drugs for personal use.

REPORTS & RESOURCES

- **VPD Opioid Crisis Report – A Journey To Hope** (2019)
(<https://vpd.ca/wp-content/uploads/2021/06/VPD-Opioid-Crisis-Report.pdf>)
- **The Opioid Crisis – The Need for Treatment on Demand** (2017)
(<https://vpd.ca/wp-content/uploads/2021/06/opioid-crisis.pdf>)
- **VPD's Drug Policy** (2006)
(<https://vpd.ca/wp-content/uploads/2021/06/vpd-policy-drug.pdf>)
- **Guidelines for Police Attending Illicit Drug Overdoses** (2006)
(<https://vpd.ca/wp-content/uploads/2022/01/vpd-manual-regulations-procedures-p158.pdf>)
- **Understanding Fentanyl – Video** (2018)
(<https://vimeo.com/295692181>)

PROGRAMS

VPD Drug Unit

The specialized drug unit investigates drug-related offences under the *Controlled Drugs and Substances Act*, focusing on organized crime, trafficking, manufacturing, importing/exporting, and distribution. The Drug Unit takes an active role in educating the public on drug-related matters and does not investigate or criminalize substance users for personal possession.

ENSURING SAFETY OF INDIVIDUALS INVOLVED IN SEX WORK

The VPD's philosophy regarding violence against sex workers and the enforcement of sex work related laws is to ensure the safety and well-being of those engaged in sex work. The VPD is focused on directing enforcement towards those who prey on, manipulate, violate, exploit, and abuse individuals offering sexual services. A trauma-informed, evidence-based, and unbiased approach to policing guides VPD investigations and interactions with sex workers, whereby VPD officers place emphasis on building relationships and establishing trust, so as not to decrease the likelihood of an individual reaching out to police for assistance in the future.

PROGRAMS

Sex Industry Liaison Officer

Specialized community outreach officer who works with sex workers to provide support, knowledge, resources, and assistance to those who wish to explore exiting strategies.

VPD Counter Exploitation Unit

Seven VPD officers and an embedded Family Services of Greater Vancouver (FSGV) support worker collaborate to assist sex workers and investigate crimes related to sexual services. This includes situations involving violence, exploitation, youth involvement, organized crime affiliations, and human trafficking.

ID4ME

Provides financial support to residents of DTES to obtain identification such as birth certificates, BC Services, and Indigenous Status cards, which allow individuals to open bank accounts, obtain improved housing, and upgrade education.

REPORTS & RESOURCES

- **VPD Sex Work Enforcement Guidelines** (2013)
(<https://vpd.ca/wp-content/uploads/2021/06/sex-work-enforcement-guidelines.pdf>)
- **Sex Work Enforcement Guidelines – Video** (2015)
(<https://www.youtube.com/watch?v=-gKafib7TN4>)
- **BC Association of Chiefs of Police Sex Enforcement Guidelines and Principles** (2017)
(https://d3n8a8pro7vhmx.cloudfront.net/pivotlegal/pages/319/attachments/original/1566600395/BCACPSexWorkEnforcementGuidelines_Endorsed_November2017.pdf?1566600395)

Back on Track

Provides tailored, customized supports and supplies to sex workers and vulnerable individuals experiencing crisis or difficult circumstances. By meeting people where they are at and offering flexibility in resources provided, Back on Track fills demonstrated gaps in service.

COMMUNITY FOCUSED SAFETY STRATEGIES



The VPD maintains a collaborative approach to increasing safety in Vancouver, with active outreach in our many diverse communities. Essential to reducing crime, VPD community engagement promotes cultural awareness, safety, and builds trust in police. Community members are critical to policing – in addition to community engagement and volunteer run programs, the VPD seeks citizen feedback through annual surveys, as well as through public input for strategic planning and policing guidelines.

PROGRAMS & PARTNERSHIPS

Community Policing Centres

Staff and volunteers create crime prevention programs and initiatives to address local crime and safety concerns in their own neighbourhoods.

- [Vancouver Aboriginal CPC](#)
- [Chinese CPC](#)
- [Collingwood CPC](#)
- [Grandview Woodland CPC](#)
- [Granville CPC](#)
- [Hastings Sunrise CPC](#)
- [Kerrisdale, Oakridge and Marpole CPC](#)
- [Khalsa Diwan Society CPC](#)
- [Kitsilano Fairview CPC](#)
- [South Vancouver CPC](#)
- [Strathcona CPC](#)
- [West End Coal Harbour CPC](#)

CPC Liaison Officer

Provides support to over 950 CPC volunteers. As a representative of the VPD during numerous events, the CPC Liaison is involved in organizing and leading volunteers at numerous functions, creating a cohesive image of the volunteers in attendance and reinforcing that they are partners with the VPD.

Community Safety Personnel

A unique element of the VPD, Community Safety Personnel (CSP) assist with lower-risk tasks, allowing regular police officers with more capacity to serve the community. CSPs also assist the VPD at community and public events by providing a visible presence to the community and promoting safety and security where the presence of a regular police officer is not required.

Treehouse Vancouver Child & Youth Advocacy Centre

Using a child/youth-focused approach, this multi-disciplinary team is comprised of VPD detectives, social workers, and victim support workers who collaborate to intervene and prevent child abuse and violence.

COMMUNITY FOCUSED SAFETY STRATEGIES



Women's Personal Safety Team

Team of female volunteer police officers who educate, inspire, and empower women to take ownership of their personal safety through workshops. Techniques and tactics are easily learned and remembered by women with no prior training in case they are ever faced with a situation of unavoidable violence.

Block Watch

With over 400 Block Watch groups across the city, this volunteer program serves to reduce residential break-ins and thefts from vehicles, while helping to increase awareness on how to be alert and report suspicious activity.

Citizens' Crime Watch

Volunteer citizens conduct patrols on Friday and Saturday nights. Connected by radio to an operator and to the constable in charge of the program, the Citizens' Crime Watch reports suspicious activities seen.

Speed Watch

Sponsored by ICBC, this volunteer run program monitors speeds throughout the city, including schools and playground zones. They use portable radar equipment and electronic signboards to make drivers aware of their speed.

Citizens' Police Academy

Twice a year, 20 participants take part in a 3-day course which highlights the work of the VPD. This program provides opportunity for participants to learn more about individual sections of the department, while shifting perceptions of what policing in the community may look like.

Victim Services Unit

The VPD Victim Services Unit provides victims and witnesses with professional, supportive, and timely assistance to lessen the impact of crime and trauma. Services may include emotional support, practical assistance, justice-related information, and referrals to other agencies.

Project Lockstep

Project Lockstep (2009), and Revisiting Lockstep (2021), are VPD reports that propose, a multi-disciplinary, multi-government, integrated service delivery model to mitigate service redundancies in the DTES. With improved communication, coordinated funding, cohesive strategies, and integrated decision making, Project Lockstep would ensure clear leadership, guidance, oversight, and centralized accountability for improving community safety if implemented.

Special Investigation Section

In partnership with FSGV, the VPD's Special Investigation Section works to provide specialized support to victims of power-based crimes.

REPORTS & RESOURCES

- **Violence Against Women in Relationships Policy - MPSSG** (2010)
(<https://www2.gov.bc.ca/assets/gov/law-crime-and-justice/criminal-justice/victims-of-crime/vs-info-for-professionals/info-resources/vawir.pdf>)
- **Intimate Partner Violence**
(<https://vpd.ca/report-a-crime/domestic-violence/>)
- **Sexual Assault**
(<https://vpd.ca/report-a-crime/sex-crime/>)
- **Criminal Harassment**
(<https://vpd.ca/report-a-crime/criminal-harassment/>)
- **Senior Safety & Elder Abuse**
(<https://vpd.ca/crime-prevention-safety/seniors-safety/>)
- **Victims of Crime**
(<https://vpd.ca/report-a-crime/information-for-victims/>)
- **Citizen Satisfaction Surveys**
(vpd.ca/policies-strategies/)

ENHANCED COMPETENCIES & TRAINING



All VPD training is conducted in accordance with the British Columbia Provincial Policing Standards (BCPPS) and in compliance with recommendations and calls for justice from the MMIWGI. Further to the mandatory training outlined by the BCPPS, the VPD is committed to ensuring that all officers receive sufficient training in anti-racism, cultural competency, trauma-informed practice, and other training related to serving Indigenous and other diverse populations.

MANDATORY POLICE TRAINING

(for all municipal police officers in BC)

All municipal police officers take part in recruit training at the Justice Institute of British Columbia (JIBC) prior to deployment and supplement learning with mandatory courses, as required by the BCPPS. Some of the enhanced training police recruits receive includes:

Trauma Informed Policing Practices

Impact of trauma, violence, and/or abuse on victims, survivors, and witnesses, as well as strategies for minimizing risk of re-traumatization.

Crisis Intervention & De-Escalation

Effectively discern, assess, and respond to crisis versus conflict, while implementing crisis intervention, de-escalation, risk assessment, verbal and non-verbal communication tools and strategies.

Fair and Impartial Policing

Emphasizes the duty of all employees to provide services impartially and equitably, without discrimination, in a manner that upholds human rights.

Indigenous/Police Relationships

Includes both The Spirit has No Colour and Indigenous Cultural Safety Training justice module.

Circle of Understanding Workshop

Indigenous history workshop, including experiences of residential school survivors and Circle of Understanding experiential learning.

ENHANCED COMPETENCIES & TRAINING

San'yas Anti-Racism Indigenous Cultural Safety Training Program

Impact of colonization, racism, discrimination, and stereotyping on Indigenous peoples within the specific context of the criminal justice system.

Additional JIBC recruit training

Diversity project on approved topics such as: restorative justice, homelessness, sex trade worker advocacy, youth at risk, Indigenous populations, MMIWG, etc.

PROVINCIAL POLICING STANDARDS

Officers are expected to complete additional training courses to maintain ongoing adherence to BCPPS and ensure requalification requirements are met whenever necessary.

Crisis Intervention and De-Escalation Training

In compliance with BCPPS 3.2.2, recertification required once every 3 years.

Major Case Management

In compliance with BCPPS 5.2, developed in direct response to MMIWG recommendations, including the following courses:

- **Foundational Principles of Major Case Management**
- **Major Crimes Investigative Technique**
- **Fundamentals of Files Coordination**

SUPPLEMENTARY INFORMATION

The VPD regularly modifies training to ensure adherence to new bills and standards, human rights tribunal cases, amendments to the *Criminal Code* (CC), as well as any legislative changes which may have implications on policing practices and/or regulations. VPD officers are further expected to keep abreast of any amendments/updates.

Bill C-75 and S. 493.2 CC - Giving Particular Attention to the Circumstance of Indigenous Accused and/or Vulnerable Populations

Informational bulletins summarizing CC amendment regarding the arrest/release of Indigenous persons accused of a criminal offence, as well as those accused "who belong to a vulnerable population that is overrepresented in the criminal justice system and that is disadvantaged in obtaining release."

Promoting Cultural Safety Awareness

In consultation with community groups, highlights key policing considerations when working with specific cultural groups.

REQUIRED VPD TRAINING

Mental Illness and Disorders (2021)

Anti-Racism Awareness (2021)

Indigenous Awareness 101: Promoting Culturally Safe Practices (since 2020)

Built in collaboration with Kairos Canada, incorporates Kairos Blanket Exercise.

Road to Mental Readiness (since 2015)

De-escalation Training (ongoing)

ENHANCED COMPETENCIES & TRAINING



ADDITIONAL PROFESSIONAL DEVELOPMENT

Additional professional development is provided to VPD officers, with quarterly cycle training mandatory for frontline officers. Moving forward, key concepts such as trauma informed and fair and impartial practices will be interwoven throughout specialized courses, where applicable and appropriate, to ensure ongoing awareness and consistent learning.

Homelessness Awareness (2021 & 2014)

Trauma Informed Policing Practices (2020)

Neurological and Neuromuscular Degenerative Diseases (2020)

- Additional course offered to all investigative sections (2021)

Autism Awareness (2020, 2018, & 2011)

- Autism and the Police (2020)
- Autism Spectrum Disorder (2018 & 2011)

2SLGBTQ+ Cultural Competency (2017)

Aboriginal Cultural Competency (2015)

- Additional course offered to all investigative sections (2016, 2014, & 2010)
- Integrated into required VPD training course, Indigenous Awareness 101: Promoting Culturally Safe Practices (see above), (since 2020)

Sex Worker Awareness (2014)

- Updated Sex Worker Awareness Training course currently in development to ensure alignment with BCPPS

Youth at Risk (2014)

Geriatric Mental Health (2012)

MODERNIZATION OF POLICING



OUR PATH FORWARD

The VPD recognizes that achieving excellence in policing is an active pursuit centred on integrity, compassion, accountability, and respect. By seeking out ways in which the department may continue to evolve and adapt, the VPD works to ensure improved public safety and ongoing community engagement. Through consistent participation on law enforcement committees and councils, as well as accountability through transparency and oversight, the VPD continues to lead by example. The VPD is proud to be on the forefront of police reform, by actively supporting ongoing modernization practices and embracing models of change that incorporate requisite growth, while holding fast to due process and procedure.

TRANSCRIPTS & RECORDINGS

VPD Submissions to the Special Committee on Reforming the Police Act

- **April 7, 2021 – Deputy Chief Constable Howard Chow and Superintendent Howard Tran**

Meeting Transcript (<https://www.leg.bc.ca/content/HansardCommittee/42nd1st/rpa/20210407am-PoliceActReform-Virtual-n20.pdf>)

Audio Recording (<http://videoarchive.leg.bc.ca/Harmony/en/PowerBrowser/PowerBrowserV2/0/0/7946?viewMode=3&mediastarttime=20210407090728&mediaendtime=20210407121414>)

VPD Presentation Slide Deck (https://www.leg.bc.ca/content/CommitteeDocuments/42nd-parliament/1st-session/rpa/meeting-documents/2021-04-07_VPD_Presentation.pdf)

Meeting Documents (<https://www.leg.bc.ca/parliamentary-business/committees-calendar/20210407-rpa-0900>)

- **July 27, 2021 – Chief Constable Adam Palmer**

Meeting Transcript (<https://www.leg.bc.ca/documents-data/committees-transcripts/20210727am-PoliceActReform-Victoria-Blues>)

Audio Recording (<http://videoarchive.leg.bc.ca/Harmony/en/PowerBrowser/PowerBrowserV2/0/0/10122?viewMode=3&mediastarttime=20210727093514&mediaendtime=20210727120114>)

VPD Submission to the Special Committee (https://www.leg.bc.ca/content/CommitteeDocuments/42nd-parliament/2nd-session/rpa/2021_07_27_AM/Vancouver-Police-Department_Submission.pdf)

Meeting Documents (<https://www.leg.bc.ca/parliamentary-business/committees-calendar/20210727-rpa-0930>)

- **October 15, 2021 – Chief Constable Adam Palmer**

Meeting Transcript (<https://www.leg.bc.ca/documents-data/committees-transcripts/20211015am-PoliceActReform-Victoria-Blues>)

Audio Recording (<http://videoarchive.leg.bc.ca/Harmony/en/PowerBrowser/PowerBrowserV2/0/0/11184?viewMode=3&mediastarttime=20211015090940&mediaendtime=20211015110237>)



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