



VANCOUVER POLICE DEPARTMENT | *Beyond the Call*

December 10, 2024

IPU Reference: 24-1410A

VIA EMAIL

[REDACTED]

Dear [REDACTED],

Re: *Records Access Request*

We are replying to your request for information that was received on November 15, 2024. In that request, you sought access to the following VPD records:

The training information that recruits to the Vancouver Police Department receive on trauma-informed policing.

In accordance with the BC Provincial Policing Standards (3.2.6), all frontline police officers and supervisors in BC complete trauma-informed training.

<https://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards/3-2/3-2-6-vulnerable-communities-training>

- *Trauma-Informed Practice (TIP) Foundations Online Course for Justice, Public Safety, and Anti-Violence Community Sectors in British Columbia (CPKN)* is a provincially mandated Canadian Police Knowledge Network (CPKN) course for all sworn members Department-wide.
- Cycle 3 training on Trauma Informed Practice (TIP) was provided to VPD sworn members in 2020 and 2023.
- Recertification occurs every 3 years via the TIP Webinar on CPKN titled *Trauma Informed Approaches to Working with People with Mental Health and Substance Use Issues*.
- The training material for the above-mentioned courses is the intellectual property of BC Police Services and VPD does not have custody over this information for the purpose of disclosure. For information about these courses, please contact the BC Policing and Security Branch.

In accordance with the BC Provincial Policing Standards (6.1.1), the VPD is committed to deliver policing services impartially and equitably, in a culturally safe, responsive, and trauma-informed manner that upholds human rights, and without discrimination.

<https://www2.gov.bc.ca/assets/gov/law-crime-and-justice/criminal-justice/police/standards/6-1-1-promote-unbiased.pdf>

- Victim-centered, trauma-informed practices are at the centre of the investigative process. This is reinforced by VPD's Regulations & Procedures Manual, for example, 1.6.11 (i).
- An awareness of intergenerational trauma is incorporated into the VPD's *Indigenous Awareness: Promoting Cultural Safety* course (Module details attached)
- In addition to the TIP training mentioned above, VPD sworn members also take courses on *Fair and Impartial Policing* (FIP), *Crisis Intervention and De-escalation* (CID), and *Intimate Partner Violence* (IPV). These courses are the intellectual property of BC Police Services. For more information about these courses, please contact the BC Policing and Security Branch.

If you have questions or require clarification, please feel free to contact the Information and Privacy Unit at (604) 717-3071 or email foi@vpd.ca.

Yours truly,

Civilian Analyst (VA5022)
Information and Privacy Unit
/kb

Encl.

- Summary_IndigenousAwareness101_HighLevel_updated Dec 2022

Indigenous Awareness 101: Promoting Culturally Safe Practices

(3 hour asynchronous eLearning course)

Course Description: The VPD Training and Recruiting section, in collaboration with the VPD Diversity, Inclusion and Indigenous Relations Section, Ske'lep Reconciliation, Kairos Canada and the Indigenous Advisory Committee created *the Indigenous Awareness 101: Promoting Culturally Safe Practices*, an eLearning course,

In collaboration with Kairos Canada the course incorporates the Kairos Blanket Exercise using animations and Indigenous storytellers.

Modules:

- **Module 1: Introduction**

The *Introduction* module provides an overview of recent legislative frameworks and rulings that were created to improve the relationships between state (including police) Indigenous peoples.

- United Nations Declaration on the Rights of Indigenous Peoples
- Final Report of the Truth and Reconciliation Commission of Canada
- Reclaiming Power and Place: Final Report of the Inquiry Into Missing and Murdered Indigenous Women and Girls
- BC Human Rights Commission ruling in the case of Deborah Campbell vs. the Vancouver Police Board
- British Columbia Provincial Policing Standards on Community Partnerships and Equitable Policing

- **Module 2: Colonization**

The Colonization module incorporates the KAIROS Blanket Exercise (BC version) into the course which is then expanded on.

The *Colonization* module examines

- An overview of terminology, and the First Nations people living in and around Vancouver
- the relationships between Indigenous and non-Indigenous peoples in Canada, (pre-contact, contact and present day)
 - Pre-Contact: the story of Turtle Island
 - Contact:
 - Worldviews from the colonizer's and Indigenous perspectives during contact
 - how federal policies and programs impact the lives of Indigenous peoples in Canada (Treaties, creation of the reserve system, etc.)
 - the impact of disease
 - the impact of different legal doctrines (The *Indian Act*, status cards, enfranchisement, discrimination against women)

- the impact of residential schools, the 60's scoop, loss of status and missing and murdered Indigenous women and girls
- **Module 3: Impacts of Colonization**
 The *Impact of Colonization* module examines the negative impacts (abuse, violence, trauma, neglect, poverty) of colonization on Canadian Indigenous populations.
 Specifically it addresses the impact of:
 - Over representation of Indigenous children in the child welfare system
 - Challenging roles with the police
 - Over representation of Indigenous youth and adults in correctional services
 - *Murdered and Missing Indigenous Women and Girls* report
- **Module 4: Decolonization, Cultural Humility and Allyship**
 The *Decolonization, Cultural Humility and Allyship* module explores the actions taken by Indigenous communities and police partnerships in developing cultural humility, promoting allyship in the process of reconciliation and building a better future together.
 Specifically it addresses:
 - Examining myths, stereotyping, unconscious bias and how to move forward from these
 - The effects of micro-aggressions, unconscious bias and privilege, cultural appropriation.
 - The steps Indigenous communities have taken to decolonize

In addition this course explored aspects of cultural humility where learners were given the opportunity to self-reflect to understand personal and systemic biases and how they can develop and maintain respectful processes and relationships with the Indigenous community.

Audience: This *Indigenous Awareness 101: Promoting Culturally Safe Practices* eLearning course is mandatory for all employees of the Vancouver Police Department.

Implemented: November 2020