

CAPG RESOLUTION 2020-01

VICTIM-CENTRED APPROACH TO MASS VIOLENCE

For Submission to the Canadian Association of Police Governance

By the Calgary Police Commission

WHEREAS globally, the threat of terrorism and mass violence incidents has increased. Mass victimization incidents such as terrorist attacks, active shooter incidents, and other emergencies carry the potential for significant trauma to a wide circle of people; and

WHEREAS the response to mass violence incidents and the way victims are supported and treated have implications for the trust and confidence citizens have in their local police service; and

WHEREAS police services across the country must have a consistent, coordinated approach to support Canadians affected by mass violence and terrorism, including victims, witnesses, survivors, their loved ones, first responders (police, paramedics, fire fighters), and other service providers (Red Cross, victim support services, etc) ; and

WHEREAS the Canadian Association of Chiefs of Police are advocating for improvements to Canada's capacity to serve victims of mass violence through coordinated research, planning, training, technology and collaboration;

THEREFORE, BE IT RESOLVED that the Canadian Association of Police Governance endorse the position of the Canadian Association of Chiefs of Police to encourage the federal government to *establish an office* that functions as a centre of expertise and coordinating body to ensure protocols and systems to support victims of a mass victimization incident are pre-planned and in place.

Background:

International experts who have led responses to victims in tragedies in the US and Europe have learned that having carefully mapped out protocols, coordinated resources, and victim-centred training in place among key partners better positions governments to respond to victims of terrorist attacks as well as other emergencies, such as natural disasters.

Inconsistencies, lack of preparation, or failure to take a victim-centred approach can have a significant impact on public trust and confidence in police among the citizens they service.

The United States established the National Mass Violence Victimization Resource Centre in 2017 and the European Union established a Centre of Expertise for Victims of Terrorism in 2019. Canada has not yet established a similar office.

In 2018, the Canadian Association of Chiefs of Police established a national working group to support victims of terrorism and mass violence. This group sees value in creating a national centre of expertise that creates a consistent approach to support victims across Canada. Such an office would help Canada meet international best practices by building on current response strategies to ensure protocols needed in the event of a mass victimization incident are in place.

The mandate of a national office would include:

- Long-term, strategic, and comprehensive planning to consistently meet the needs of Canadian and foreign victims, families and community members impacted by acts of terrorism, mass violence and mass casualty incidents;
- Information management to ensure an effective victim support response immediately following and in the longer term after a mass casualty incident;
- Standardized messaging and communications between government, police, emergency management, and local partners;
- Ongoing research and development to maximize the impacts of specialized victims support training, collaboration, and accessibility; and,
- Provide support to both police and government agencies in times of crisis or during an incident.
- Facilitate cross-border referrals of foreign victims, which would help address the current lack of access to resources due to language barriers, lack of social networks, the lack of awareness of the existence and accessibility of resources, and the lack of familiarity of the justice systems.

CAPG RESOLUTION 2020-02

COORDINATE DATA FOR MEASURING ATTITUDES TOWARD POLICE IN CANADA

For Submission to the Canadian Association of Police Governance

By the Calgary Police Commission

WHEREAS Public Safety Canada has recommended core indicators for measuring public attitudes toward the police in Canada; and

WHEREAS many police services will adopt this standard in their regular public perception research; and

WHEREAS there is currently no organization that collects, consolidates, and shares the results from different agencies to enable each agency to easily compare results;

THEREFORE, BE IT RESOLVED that the Canadian Association of Police Governance work with the Canadian Association of Chiefs of Police to determine the best way to collect, consolidate and make available the results from all Canadian police services that use the Public Safety Canada core indicators for measuring public attitudes toward police in Canada.

Background:

In November 2019, Public Safety Canada released, “Developing a Common Data Standard for Measuring Attitudes toward the Police in Canada.”

<https://www.publicsafety.gc.ca/cnt/rsrcls/pblctns/2019-r003/index-en.aspx>

The report recommends a series of questions that each police service or Commission can use within its regular citizen satisfaction research. The recommendations enable police services across Canada who adopt these standards to make valid comparisons between jurisdictions. With consistent data across the country, we can understand how public attitudes differ between services across the country.

The core indicators have been endorsed by the Canadian Association of Chiefs of Police as the common data standard for public attitude surveys in Canada.

While many cities will adopt these recommendations, there is no agency that will coordinate collection of the data so it can be easily shared with agencies across the country interested in comparing the results.

**CAPG RESOLUTION 2020-03
COMMUNITY MENTAL HEALTH CRISIS
LONDON POLICE SERVICES BOARD**

WHEREAS communities in Canada are dealing with a sharp escalation in volume and intensity of mental health-related calls to police; and

WHEREAS police services in Canada are frequently the only 24 hour per day, 7 day per week response available for acute mental health calls, further exacerbating the impact on already stretched police resources and budgets, in an increasingly “do more with less” environment; and

WHEREAS the mental health issues monopolizing much of police resources and budgets are frequently not criminal in nature but are more often rooted in communities’ health and social issues (poverty, addiction, homelessness and mental health).

THEREFORE, BE IT RESOLVED that the Canadian Association of Police Governance (CAPG) urge the federal and provincial governments to further increase attention to, support and funding for, resources that respond more proactively, directly and adequately to the impacts of the mental health crises occurring in communities – namely the ministries responsible for the health and well-being of society (social welfare, health, housing).

**CAPG RESOLUTION 2020-04
FIRST RESPONDER MENTAL HEALTH
LONDON POLICE SERVICES BOARD**

WHEREAS police services in Canada are experiencing expanded workload, increased call volumes and wait times, a greater range and intensity of calls (mental health, homelessness and addictions), increased oversight, reporting and documentation requirements and generally, heightened expectations around the completion of their work, in an increasingly “do more with less” environment; and

WHEREAS mental health issues of first responders have been escalating in today’s complex world of policing with sometimes unrealistic expectations placed on police personnel; and

WHEREAS the rate of first responder “burn out”, occupational stress injuries, traumatic stress and suicides in Canada has reached an alarming level; and

WHEREAS the mental health of first responders has been overshadowed by the mental health crises experienced among citizens in so many Canadian communities (who protects the protectors?) ; and

WHEREAS pursuing meaningful cross-sector collaborations with community mental health agencies supports the well-being of first responders and creates positive impacts.

THEREFORE, BE IT RESOLVED that the Canadian Association of Police Governance (CAPG) urge the federal and provincial governments to direct their attention to factors contributing to mental health issues of first responders and further increase attention to, support and funding for, resources, training and collaborations to address the mental well-being of first-responders.

CAPG RESOLUTION 2020-05
SEXUAL ASSAULT INVESTIGATION
LONDON POLICE SERVICES BOARD

WHEREAS sexual assaults are complex and sensitive criminal matters requiring thoughtful, thorough and strategic investigations by police services; and

WHEREAS communities and police services serve diverse and disproportionately vulnerable populations, including but not limited to, individuals who are Indigenous (self-identified), intellectually or developmentally disabled, sexual and racialized minorities; and

WHEREAS policies serving the above populations are most effective when they are trauma-informed and victim/survivor-centred and do not result in re-victimization intentionally or unintentionally.

THEREFORE, BE IT RESOLVED that the Canadian Association of Police Governance (CAPG) urge police services in Canada and the federal and provincial governments to work to increase awareness among Canadian police services of the need for trauma-informed and victim/survivor-centred policies related to sexual assault investigations, and to increase related community collaborations and that the CAPG lobby governments to increase awareness, support and funding related to normalizing a trauma-informed and victim/survivor-centred approach to sexual assault investigations.

CAPG RESOLUTION 2020-06
NEW LEGISLATION CREATING NEW RULES AND EXPECTATIONS REGARDING THE ARREST AND
DETENTION OF VULNERABLE PERSONS ESPECIALLY INDIGENOUS YOUTH (KNOWN AS BILL C-75)
SASKATOON BOARD OF POLICE COMMISSIONERS

WHEREAS on December 19, 2019, the former Bill C-75 became law in Canada, which requires changes to the present practices of arrest and detention of vulnerable persons, especially youth; and

WHEREAS the Truth and Reconciliation Commission's Calls to Action (including Calls to Action #30 – the overrepresentation of Indigenous people in custody, #31 – the need for funding in communities to create and support alternatives to incarceration, #33 and #34 – the need to support persons with Fetal Alcohol Spectrum Disorder (FASD) and #38 – the need to reduce the overrepresentation of Indigenous youth in custody) are consistent with and support the goals of Bill C-75; resulting in a safer more unified Canada; and

WHEREAS the Missing and Murdered Indigenous Women and Girls Inquiry Report – Calls for Justice is consistent with, and supports, the goals of Bill C-75, in relation to arrest and detention of vulnerable, especially Indigenous women and youth. That Report calls for greater use of restorative justice techniques (e.g., Calls for Justice, 17.27) which would result in a safer, more unified Canada; and

WHEREAS these arrest and detention provisions especially of vulnerable youth, impose new responsibilities on police services and their governing boards to ensure that they are not only complying with the new requirements but that their practices are consistent with the Youth Criminal Justice Act (YCJA), which requires that arrest and detention of youth be consistent with the YCJA's goal of reducing the present day over-incarceration of non-violent youth, resulting in a safer Canada; and

WHEREAS Bill C-75 creates new options for police services when arresting vulnerable and Indigenous persons, especially youth – the creation of these options are complex, often

involving local communities, and introduce complex new skills and procedures for police services; and

THEREFORE, BE IT RESOLVED that the Canadian Association of Police Governance (CAPG) call on the Federal government to work with willing local police boards and services to develop new skills and procedures, and work with communities to develop new options to enhance our effectiveness with vulnerable persons, especially youth. And that the Federal government provide local police boards and services with current reports on strategies adopted, in Canada and internationally, to reduce the overuse of incarceration, including at the arrest stage, of vulnerable youth.

CAPG RESOLUTION 2020-07

COORDINATED COMMUNITY SUPPORT FOR THE CRYSTAL METHAMPHETAMINE CRISIS SASKATOON BOARD OF POLICE COMMISSIONERS

WHEREAS crystal methamphetamine use and addiction rates are substantially increasing, leading to increases in overdose deaths, violent crime, property crime, and drug offenses; and

WHEREAS this crisis is putting increasing strain on Police as first responders and resulting in millions of dollars spent on emergency health services, incarceration, and family breakdown; and

WHEREAS local police services are unable to address the root causes of addictions and cannot be effective agents of prevention, treatment and harm reduction; and

WHEREAS there is at least one extensive, broad-based community consultation produced by the [SAFE COMMUNITY ACTION ALLIANCE](#) (Saskatoon) for dealing with crystal methamphetamine which addresses the four pillars of response to this addiction crisis (prevention, treatment, enforcement, harm reduction); and

THEREFORE, BE IT RESOLVED that the Canadian Association of Police Governance (CAPG) calls on governments to:

Work with communities to improve coordination among Federal and Provincial ministries, municipal governments and community agencies including Indigenous, racialized and the 'lived experience' communities to ensure effective, evidence-based responses that address all four pillars of response to this addiction crisis (prevention, treatment, enforcement, harm reduction).

Work directly with these communities who are engaged in evidence-based local solutions that are based on the four pillars, to break the cycle of addiction, especially crystal methamphetamine.

CAPG RESOLUTION 2020-08

EVALUATION OF POLICE ASSOCIATION AGREEMENTS

REGINA BOARD OF POLICE COMMISSIONERS

WHEREAS disciplinary action plays a crucial role in addressing police misconduct and enhancing public trust.

THEREFORE, BE IT RESOLVED THAT the Canadian Association of Police Governance develop a framework to evaluate police association agreement wording that can inhibit timely and sufficient disciplinary actions being implemented.

Supplemental Information

This resolution comes as a potential solution to instances at home and abroad where police association agreements have wording that can cause challenges in disciplinary action effectively being undertaken. We are looking for some best practices around interpreting language used in contract agreements in collective bargaining.