

COMMUNITY *Matters*

COMMUNITY RELATIONS REPORT

JUNE 2022



VANCOUVER POLICE DEPARTMENT



The Vancouver Police Department (VPD) acknowledges that it proudly serves the public on the unceded traditional territories of the x^wməθk^wəyəm (Musqueam), sḵwḵ wú7mesh (Squamish), and seí íl wítlh (Tsleil-Waututh) Nations.



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Cover image: 2022 Nchu'7Mut Canoe Waking

Left: Cynthia Paul, Esk'etemc (Alkali Lake) Secwépemc (Shuswap Nation) and 2017 VPD Indigenous Cadet Program participant

Right: Deputy Chief Constable Fiona Wilson, Investigation Division

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SERVING THE COMMUNITY

Building positive relationships and mutual trust contributes to safer communities. People need to feel comfortable interacting with police officers so we can work together to improve safety.

VPD STRATEGIC PLAN (2022-2026)

COMMUNITY MATTERS

Strong relationships between police and the communities they serve are critical to public safety. Community input and engagement, driven by trust, are key to informing solutions for public safety issues. The [Vancouver Police Department](#) (VPD) actively pursues collaborative outreach with the diverse communities in the City of Vancouver. The VPD's community engagement seeks to build trust, promote cultural awareness, and ensure safety for all communities.

ENGAGEMENT WITH COMMUNITY MEMBERS

Historically the VPD conducted a resident survey to assess community satisfaction regarding an array of public safety issues including perceptions of safety, VPD's communication with the public and, satisfaction and awareness of our community programs. The survey is one of the ways the VPD hears the voices of the community and receives important feedback on how our programs and services meet their needs. The last VPD citizen survey was completed in 2019 and the results showed that VPD outreach programming was important to Vancouver citizens. More specifically, Block Watch and School Liaison Officers (SLOs) were rated as the most important programs. Other programs rated as important (i.e., by more than 8 in 10 residents) include Downtown Eastside (DTES) foot patrols, Victim Services, and Community Policing Centres.

To continue being responsive to community concerns, the VPD retained an independent firm to conduct a public safety survey in Vancouver during the pandemic. The [2020 results](#) of this public safety survey indicated that VPD outreach programming was very important to the residents of Vancouver. As well, the survey indicated there were heightened public safety concerns with 61% of respondents stating they believed crime was worse than the previous year. More than a third of respondents reported changing their routines and avoiding specific neighbourhoods.

As part of its strategic planning process, the VPD engages community members in planning departmental goals and related activities. As part of the [2022-2026 VPD Strategic Plan](#), various consultation strategies were used, including a resident survey through a market research firm, in-person surveys conducted in the Downtown Eastside, input from over 19 external community groups, direct outreach to over 25 groups representing Vancouver's diverse communities, and consultation with the Vancouver Police Board (VPB).

COMMUNITY MATTERS



In response to the feedback received, the VPD made serving the community the core of the 2022-2026 VPD Strategic Plan. The VPD has numerous ongoing initiatives engaging diverse communities, including Indigenous Peoples. This report outlines and describes many activities, and aims to serve as an index of VPD's most notable initiatives and programs including:

- a dedicated Diversity, Inclusion & Indigenous Relations Unit;
- full-time community liaison positions;
- a SisterWatch Committee
- an Indigenous Advisory Committee;
- an African Descent VPD Advisory Committee;
- 11 Community Policing Centres (CPCs);
- Neighbourhood Officers that engage with 24 neighbourhoods through the CPCs
- targeted programming for the safety of women and girls;
- participation in annual community cultural events;
- Two Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Plus (2SLGBTQ+) specific community outreach;
- annual community satisfaction surveys;
- youth directed programming;
- engagement of newcomers;
- business community engagement initiatives; and
- community outreach in diverse communities for VPD recruiting.

MAINTAINING SERVICE DELIVERY DURING COVID-19 PANDEMIC



MAINTAINING SERVICE DELIVERY DURING THE COVID-19 PANDEMIC

The COVID-19 pandemic had a significant impact on policing in Vancouver and the VPD had to quickly modify practices across the organization to continue to maintain public safety. At the outset of the pandemic, the VPD established a Pandemic Working Group (PWG) to review and implement Public Health Officer (PHO) regulations. The PWG was also tasked with re-deploying officers to the front-line to respond to all calls for service.

Working within PHO regulations, the PWG developed protocols allowing the VPD to safely continue its work with the community. Unlike many organizations, the VPD needed to rapidly adapt, implement technologies, adjust resourcing, and create mechanisms for virtual interface on matters that were previously held face-to-face in order to continue delivering services

with a 24/7 operation. As the COVID-19 pandemic progressed and with each subsequent amendment in the PHO regulations, the PWG continued to support organizational service delivery by adjusting protocols. However, with increasingly strict PHO regulations the ability to engage and interact with community became significantly restricted. This report focuses on many of the VPD programs and initiatives that adapted and remained active despite these restrictions.

Over the past two years, the VPD had to pivot priorities and resources to address emerging public safety concerns spurred by the COVID-19 pandemic. For example, at the onset of the pandemic there was a significant increase of hate-related incidents against members of the East Asian community. The VPD created a project team led by an accredited Team Commander to address this troubling issue. The work completed by this team included community consultation and partnership, virtual safety seminars,

MAINTAINING SERVICE DELIVERY DURING COVID-19 PANDEMIC

improved reporting mechanisms and improved front-line response to this concerning crime trend. This work led to a Town Hall meeting in May 2022 looking at public safety in Chinatown. The Vancouver Chinatown Business Improvement Association (BIA) hosted this meeting with the VPD. Chief Palmer and Deputy Chow were in attendance to hear from community and discuss strategies pertaining to public safety, property crime, public disorder and hate crimes.

In April 2021, the VPD formed the Inter-Agency Working Group to coordinate the enforcement of PHO regulations for non-compliant Vancouver businesses, establishments and other premises. This group includes representatives from Parks Operations, Liquor and Cannabis Regulation Branch, Vancouver Coastal Health, City of Vancouver Streets and Parking, Engineering and Licensing, and other agencies. Since PHO guidelines have now loosened, this group continues to collaborate on a number of community safety and agency issues.

The VPD also implemented neighbourhood response teams where police officers and community safety personnel were strategically deployed to address safety concerns. These efforts continued in 2022 through Task Force Agility where police resources were organized through targeted projects aimed at emerging crime trends such as stranger assaults occurring in the downtown core of Vancouver, violent drug traffickers, property crime, and disorder in neighbourhoods such as Chinatown. As part of Task Force Agility, the VPD also delivered several crime prevention initiatives to further engage community members and business owners. In particular, the VPD utilized Vancouver Police Foundation funded public safety awareness tents throughout the city and hosted a public safety fair at the Roundhouse Community Centre on April 2nd, 2022.

COMMUNITY POLICING CENTRES AND COMMUNITY SAFETY ACTIVITIES

In 2020, the CPCs delivered over 200 online elder safety activities or informational sessions. Sessions focused on how to stay safe while at home, how to stay connected to family, friends and/or community, and safety and healing programs. The CPCs also conducted weekly check-in chats with seniors. For example, 80 seniors participated in an online resiliency program. In 2021, the CPCs continued online information sessions around safety and resiliency. Key activities for the year included:

- a partnership between the CPCs and Northeast Vancouver Active Aging Network that resulted in six workshops on safety for seniors;
- hiring of seven senior volunteers to assist with CPC programming;
- continued weekly phone calls or emails to check-in with local seniors and taking phone calls from seniors seeking support;
- 18 webinars delivered by the Chinese CPC to seniors in the community;
- four online safety talks delivered by the West End Coal Harbour CPC;
- eight Strathcona CPC volunteers matched with clients (specifically women and seniors) who felt unsafe walking to a destination; and
- Strathcona CPC developed a safety course outlining various scenarios community members may face and how to respond and manage safely. Thirty people participated in this first online course.

DIVERSITY, COMMUNITY, AND INDIGENOUS RELATIONS SECTION



DIVERSITY, COMMUNITY, AND INDIGENOUS RELATIONS SECTION

The VPD's Diversity, Community, and Indigenous Relations Section (DCIRS), established over 20 years ago, has an over-arching goal of building trust and confidence with Indigenous and diverse communities in Vancouver. The primary goal of DCIRS is to improve outcomes for communities experiencing overrepresentation in the criminal justice system, under-reporting of crimes, perceptions of fear and safety, and lack of confidence in the police.

DCIRS provides outreach, develops partnerships, and maintains relationships with various communities and agencies. Members in this Section act as a resource for front-line members who have questions surrounding specific individuals, community resources, or culturally sensitive situations. The inspector in charge of the DCIRS is responsible for the management and coordination of activities and provides leadership, support, and strategic advice to other areas of the VPD regarding diverse communities in Vancouver.

Strategies used by DCIRS to address safety issues and cultural factors include supporting the VPD Recruiting Unit to ensure the VPD is reflective of the community it serves. DCIRS also works with the VPD's Education and Training Unit and other VPD units to provide training on cultural safety and awareness to front-line members and recruits. Relationships are developed with communities at

all levels. Outreach is also accomplished through local media and participation in community forums, workshops, and events. To address safety issues, members regularly meet with representatives from diverse communities to hear their concerns and to provide advice, suggestions, and recommendations.

CITIZENS' POLICE ACADEMY

Semiannually, Vancouver residents along with Vancouver community leaders and representatives, take part in the VPD Citizens' Police Academy (CPA), a program that provides them with a detailed view of policing in Vancouver. Participants represent a cross-section of the community, with diversity in age, gender, sexual orientation, ethnicity, and religious backgrounds. The aim of this program is to provide participants with a deeper understanding and a broader perspective of the problems and complex tasks that police officers face each day, in order to foster understanding between the community and the police. The four-day program is presented at no cost, with classroom lectures on topics such as crime investigation and use-of-force as well as hands-on activities and demonstrations. Participants learn force options and receive firearms training at the VPD Tactical Training Centre. Participants also tour the Forensic Services Section, the Mounted Unit stables, and are given a demonstration of police dogs in action.

The CPA has been a core program of the VPD for over 20 years and has engaged over 400 community members through spring and fall sessions with 20 community members recruited for each cohort. The overall goal of the program is to provide insight into policing to members of the community in a fun and engaging way allowing CPA participants to share what they have learned with their community groups and/or clients of their organizations. The CPA can change perceptions of policing, foster understanding and improve the overall relationship between police and the larger community.

ENGAGEMENT THROUGH DIVERSITY AND INCLUSION

During 2020, the CPA program was re-designed to facilitate online participation. This new format was implemented in the spring and fall of 2021 with two cohorts of ten participants attending a series of six police-led workshops. These participants engaged with various police members during presentations on active deadly threats, the progression of an investigation, as well as presentations from B.C. Women in Law Enforcement (BCWLE) and Out on Patrol. The workshops in the fall of 2021 were delivered through a blended format with in-person sessions at the VPD Tactical Training Centre, ride-alongs, and a Meet the Chief event. The CPA is VPF funded.

BC LAW ENFORCEMENT DIVERSITY NETWORK

The VPD participates in the B.C. Law Enforcement Diversity Network (BCLEDN), an initiative of law enforcement agencies that promotes enrichment through diversity, supports members working in diversity, equity and inclusion, and works to address community issues. In addition to police agencies, other partners include Canada Border Service Agency, Department of Fisheries and Oceans Canada, B.C. Sheriffs, and B.C. Corrections.

In response to the COVID-19 pandemic, the BCLEDN transitioned to online delivery. This was a productive modification that further engaged agencies from jurisdictions that may not have been able to regularly attend meetings in Metro Vancouver. As a result, the BCLEDN has expanded participation and held eight online sessions in 2021. Agencies share information and resources, specifically focusing on equity, diversity and inclusion, while also learning about specific topics from invited guests. The 2022 meetings started online and now blend these with in-person meetings.

ENGAGEMENT THROUGH DIVERSITY AND INCLUSION

The VPD is committed to diversity and inclusion as a path toward equitable access to policing. Recognizing the value of internal and external strategies is key to moving in this direction. The VPD supports broad initiatives that expand upon established programs to further diversity and inclusion. During 2020 and 2021, the VPD engaged in several activities driven by community and reflected throughout the organization by member-led initiatives.

AFRICAN DESCENT VPD ADVISORY COMMITTEE

The African Descent VPD Advisory Committee was formed through community consultation and at the request of the Vancouver Police Board. Throughout 2020, VPD DCIRS members liaised with community members through dialogue and community engagement initiatives to form relationships with the African descent community. Community partners were key in the formation of the African Descent VPD Advisory Committee which met four times in 2021 and formalized a meeting schedule for 2022. This committee is co-chaired by the Chief Constable and a community representative elected by the committee. Currently the committee consists of eight African descent community representatives, members of the VPD Executive team, VPD police members of African descent and DCIRS staff. The VPF funds this committee.

DIVERSE ABILITIES COMMUNITY ENGAGEMENT, EDUCATION AND AWARENESS

The VPD collaborated with the Wavefront Centre for Communication Accessibility to create a visual aid card for the Deaf, Deaf/Blind, and Hard of Hearing communities of Vancouver. Funded by the VPF, the visual aid card was launched on September 23rd 2021 as part of the International Day of Sign Languages. The visual aid card is two-sided and includes icons and wording to improve communication between police officers and people from the Deaf, Deaf/Blind, and Hard of Hearing communities who often

ENGAGEMENT THROUGH DIVERSITY AND INCLUSION

experience barriers to inclusion when accessing police services. This important tool now available in all VPD vehicles, was created with community to ensure accessibility and improved communication. A [video](#) describing the initiative is available for public education purposes. In 2022, the VPD will continue working with the Wavefront Centre for Communication Accessibility to expand communication strategies at VPD Public Information Counters.



B.C. WOMEN IN LAW ENFORCEMENT

In the fall of 2019, female officers from the VPD established the [B.C. Women in Law Enforcement](#) (BCWLE) association. The BCWLE is affiliated with the International Association of Women Police. The mission of this non-profit organization is:

To unite law enforcement personnel across British Columbia, to create opportunities for everyone to meet and discuss topical issues affecting women in policing, to provide training for issues specifically related to women, and to facilitate networking and mentoring opportunities.

Currently the BCWLE has over 600 members from 14 different police agencies and is overseen by a board of 11 members. Throughout 2020 and 2021, BCWLE held regular membership meetings called Speakers Series where guest speakers presented online to the membership. The BCWLE partnered with Royal Roads University offering enrolment incentives for registration to the Thrive: Women and Leadership Program and VPD offered further support for VPD women taking this program. In April 2022, the BCWLE held their inaugural conference and award luncheon with featured keynote speaker Honourable Jody Wilson-Raybould. The BCWLE is partially funded by the VPF, AXON and membership fees.

OUT ON PATROL

In 2020, the VPF partially funded the establishment of [Out on Patrol](#), a non-profit society created by VPD members to support law enforcement members in B.C. who identify as 2SLGBTQ+ while also conducting outreach in the community. The mission of Out on Patrol is to build strong, positive, and inclusive connections between law enforcement agencies and community, focusing on engagement, charitable work and education. The Out on Patrol Board of Directors is comprised of a diverse group of law enforcement members from across B.C. Out on Patrol was awarded a Motorola Award to support their scholarship program and was engaged in the following activities in 2021 and 2022:

- The Strathcona Bike Smart Program: A community bicycle program based in McLean Park to teach bicycle safety to youth 12 and under.
- The VPD Film Festival: A Templeton High School after-school film program.
- Out on Patrol Peer Support Program: A presentation series delivered to high school or post-secondary students in B.C. These presentations will address topics such as bullying, 2SLGBTQ+ inclusion, and positive role models in policing. This program will also award two \$2000 scholarships in 2021 and 2022 for 2SLGBTQ+ youth considering a career in policing.

ENGAGEMENT THROUGH DIVERSITY AND INCLUSION

INCLUSIVE WORKPLACE

INCLUSIVE WORKPLACE COMMITTEE

In 2019, Chief Palmer requested that a committee be formed comprised of 45 diverse VPD employees to examine workplace culture, develop inclusion strategies, analyze internal processes and make recommendations on changing systemic barriers. Through employee surveys, internal cross-sectional dialogues and reviews of industry practices, the Inclusive Workplace Committee (IWC) was established in 2020. The VPD recognizes the importance of integrating equity, diversity and inclusion internally and the positive long-term impact this work can have on community relations. The IWC advances education, training, support, and employee engagement by addressing barriers, providing inclusive leadership training, and supporting various initiatives across the VPD.

ACCESSIBLE EMPLOYERS INITIATIVE

DCIRS, VPD Human Resources, and the [Accessible Employers](#) are collaborating on a review of the Pledge to Measure Toolkit for VPD which aims to increase equity, diversity, and inclusion for people with diverse abilities in the workplace. As part of this initiative, VPD Human Resources developed the Creating Accessible Workplaces online training program. When these steps are completed, the VPD will participate in a departmental accessibility scan for individuals with diverse abilities with the goal of becoming a member of the Accessible Employers Presidents Group.

EQUITY, DIVERSITY AND INCLUSION THROUGH POLICY AND PROCESSES

An important pillar to effective, community-based policing is the need for police to be consultative and transparent in how police services are delivered and how important policies are developed. The VPD achieves this by engaging community members when developing and implementing major policy initiatives, many of which are discussed and approved publicly by the VPB. Transparency is achieved by making almost all of the VPD's operational policies are publicly available.

As an example, in January 2013, the VPD implemented the Sex Work Enforcement Guidelines (SWEG) as a guiding document for the VPD to work with the sex industry community, open lines of communication, and foster increased engagement. These guidelines were created for front-line officers understanding of the VPD's philosophy and expectations of crime in the sex industry. In the final Missing Women Commission of Inquiry, the SWEG were commended and referred to as "a model of community policing at its best".

In 2021, the VPD initiated a review of its policies, procedures and training through an equity, diversity and inclusion lens. Through this review, numerous policies have been updated to promote equitable policing. This review considers the challenges and experiences of equity-deserving groups including people who identify as 2SLGBTQ+, Black, Indigenous and People of Colour. The VPD respectfully acknowledges the need to address inequities shaped by social determinants, and the role of VPD's policies, procedures, and training can play towards redress.

The review is occurring in phases, with the first phase being a detailed examination of the Regulations and Procedures Manual (458 sections, 838 pages), the Jail Manual of Operations (226 sections, 224 pages) and all VPD forms (302 forms, 455 pages). Subsequent phases, will address training, recruiting and human resource policies.

WELCOMING NEWCOMERS TO CANADA



WELCOMING NEWCOMERS TO CANADA

Starting a life in a new country is extremely challenging, even under ideal circumstances. Often there are cultural and language barriers, and some new people arriving in Canada have come from war zones or countries where the police are agents of an authoritarian regime. To ease the transition, the VPD works to welcome newcomers, help them understand the role of police in our country and build trust and understanding.

NEWKIDS POLICE ACADEMY

Funded by the VPF, the provides newcomer youth within the Vancouver School Board (VSB) a unique opportunity to participate in applied educational workshops, simulated police training scenarios, and activities directly related to police work. The NewKids Police Academy aims to create positive role-modelling of law enforcement for these youth and their communities, who may not have not had positive relationships with law enforcement in their home countries. This program also supports newcomer youth in developing a sense of identity and belonging within their communities.

This program focuses on promoting education and awareness around policing through peer

and police mentorship. The program runs for ten weeks, one day a week, twice a year, and has approximately 15 participants (aged 15 to 18). Mentorship and presentations are provided by police officers, giving newcomer youth a chance to form positive relationships with police. This is a partnership program between the VPD and the Engaged Immigrant Youth Program, through the VSB Settlement Workers in Schools.

During the COVID-19 pandemic, programming was moved online and split into two, five-week workshops. Nine youth participated in each cohort, resulting in 36 youth participating in the spring and fall of 2020. In-person programming resumed in the fall of 2021, with 12 youth participating in this cohort. Since the inception of this program, 170 youth have graduated from the NewKids program, with many subsequently participating in the VPD Cadet program or other VPD initiatives, and many receiving scholarships for post-secondary education.

MULTICULTURAL OUTREACH: VPD DIVERSITY LIAISON OFFICER

The VPD's Diversity Liaison Officer (DLO) engages a variety of Vancouver communities through event attendance, programming, and outreach. The DLO provides outreach to communities that have do not have established relationships with the police to engage them through programming such as the CPA

ADVOCACY AND OUTREACH FOR THE 2SLGBTQ+ COMMUNITY

and the NewKids Police Academy. The DLO also works with settlement to provide policing information to newcomers and other safety workshops. During the COVID-19 pandemic, the DLO continued to work with the Immigrant Services Society of BC (ISSofBC) through online educational presentations occurring each month to 25 to 50 newcomers. The DLO also adapted and engaged broadly with community through online platforms focusing on building relationships with African descent communities.

ADVOCACY AND OUTREACH FOR THE 2SLGBTQ+ COMMUNITY

2SLGBTQ+ LIAISON OFFICER

Formalized in 2017, the 2SLGBTQ+ Liaison Officer is responsible for working with various groups in the 2SLGBTQ+ community. The core functions of this position include ongoing cultural sensitivity training of VPD personnel regarding 2SLGBTQ+ communities, facilitating resolution of issues affecting members of the 2SLGBTQ+ community and supporting other police agencies with 2SLGBTQ+ matters. This Liaison Officer works with 2SLGBTQ+ community groups and organizations and has oversight of the Safe Place Program (described below). Other work includes ongoing training of community groups and organizations that serve the 2SLGBTQ+ communities, committee work through the CoV 2SLGBTQ+ Advisory Committee, and the development of 2SLGBTQ+ programming such as Project Elder Pride.

PROJECT ELDER PRIDE

Project Elder Pride engages 2SLGBTQ+ adults aged 55+. Participants are provided with crime prevention workshops on topics such as fraud prevention, elder abuse, intimate partner violence, crime prevention and support services. VPD specialty sections provide the workshops and external partners are also engaged to deliver on topics relevant to



2SLGBTQ+ participants. The workshops are also designed to build a trusting relationship between participants and the 2SLGBTQ+ Liaison Officer.

During the pandemic this program was delivered online and ran once a week with six participants throughout 2021. This programming will return to in-person sessions in 2022 with expanded participation.

SAFE PLACE PROGRAM

The first of its kind in Canada, the [Safe Place](#) program was launched in July 2016 with the goal to increase community safety for 2SLGBTQ+ people. Safe Place is a partnership program with partnering businesses that welcome people in need of police assistance and provide safe shelter until officers arrive. Participating businesses display the Safe Place decal in their storefront. Businesses are vetted

ADVOCACY AND OUTREACH FOR THE 2SLGBTQ+ COMMUNITY

by the VPD, sign a pledge indicating their support for the community, and confirm their willingness to assist potential victims. Originally developed by the Seattle Police Department, the VPD is the first Canadian police department to launch this program. The City of Vancouver and the VSB also partner with the VPD on this initiative and display the Safe Place decals in schools. To date, there are over 500 participating businesses in the City of Vancouver. In 2021, 17 new businesses joined the program.

TRANSGENDER PERSPECTIVES: WALK WITH ME

In 2016, the VPD released Walk With Me, an educational video created as a collaborative effort between DCIRS, VPD's Education and Training Unit, and members of Vancouver's transgender communities. This video addresses issues that many transgender people face including discrimination and employment challenges. It also provides tips on how people can interact in a respectful manner with transgender people, such as asking what pronouns they prefer to use. The 17-minute video has been viewed by all VPD staff, to provide awareness and training; it is also available to citizens who wish to learn about the issues transgender people may face. To date, Walk With Me has received over 91,000 views on YouTube. DCIRS is currently consulting with the Diverse Abilities community to assess the requirements for ASL interpretation imbedded into the video, and for completing work to have the video include subtitled translation in five languages. This initiative is VPF funded.

CITY OF VANCOUVER 2SLGBTQ+ ADVISORY COMMITTEE

The City of Vancouver 2SLGBTQ+ Advisory Committee started in 2012 to better address issues facing this community and to improve relationships between the 2SLGBTQ+ community and City of Vancouver departments including the VPD. This committee includes representatives from the VPD, the City of Vancouver, faculty at the University of British Columbia (UBC), the Trans Alliance Society, and 2SLGBTQ+ community members.

The committee meets six times a year and provides input to city council and staff on issues of concern and works with other agencies whose activities affect constituent communities, including initiating and developing relevant projects. The 2SLGBTQ+ Liaison Officer continued to participate in the committee in 2020 and 2021 and DCIRS leadership attended a committee meeting to discuss hate crimes against 2SLGBTQ+ and explore initiatives for this community.

RECOGNIZING PRIDE WEEK

The VPD recognizes Pride Week annually by raising the Progress Pride Flag at the Cambie Street VPD headquarters. This continued throughout 2020 and 2021. In 2020, a VPD card, pin and patch was launched and widely distributed internally and externally. In 2021, a special event at English Bay was organized by DCIRS, Out on Patrol and the West End Coal Harbour CPC. This initiative is VPF funded.

LOVE WHO YOU WANT, PLAY WHAT YOU WANT

In May 2019 the 2SLGBTQ+ Liaison Officer unveiled the Love Who You Want, Play What You Want sports campaign to bring awareness and support for those in the 2SLGBTQ+ community to play or attend any sport they want without fear. In partnership with the You Can Play team and Viasport BC, Love Who You Want, Play What you Want will be highlighted at sporting events to promote acceptance and inclusion in all sports. This campaign is VPF funded.



YOUTH DIRECTED OUTREACH

YOUTH DIRECTED OUTREACH

The VPD commits extensive resources to youth engagement, through innovative programming that provides positive interactions to nurture relationships, understanding, and trust among youth. Concurrently, these efforts serve to develop self-esteem and positive life skills while deterring youth from engaging in negative behaviour such as gang involvement and drug use. Ultimately, this investment by the VPD provides youth with the skills and experience to become the best versions of themselves and potential future leaders in their communities. Youth focused outreach is conducted through various VPD sections.

ACCESS, RECREATION AND CULTURE YOUTH PROGRAM

In October 2018, DCIRS launched the first session of the [Access, Recreation, and Culture \(ARC\)](#) Youth Program, which engages Indigenous youth, interested in learning about criminal justice, in coaching, goal setting, cultural and recreational activities, and learning about different aspects of the VPD. Since inception, the Indigenous Relations Officer has supported 28 youth in four cohorts. The current cohort of seven youth aged 16 to 20 have been with ARC since December 2020.

During the COVID-19 pandemic sessions were both online and in-person, and included teachings from an Indigenous Elder, dinners with the Indigenous Relations Officer, a tour of the Vancouver Police Museum and virtual presentations on topics including police training, victim services, and the role of VPD specialty units.

ARC youth are also coached towards obtaining their learner and novice driver's licenses and provided with driver training that is funded by the Aboriginal Career Counselling and Employment Services Society (ACCESS). Prior to the pandemic youth went on VPD field trips, and attended in-person sessions that included teachings on the Medicine Wheel with Indigenous Elders, cedar weaving, drumming, and a guided hike with members of Tsleil-Waututh Nation.



Through the coaching and support from ARC, 15 youth participants have earned their learner driver's license while four have gone on to earn their novice license, and two have accessed funding for post-secondary studies. Further, three ARC youth have applied to the Indigenous Cadet Program and one ARC youth has engaged in volunteer work in East Vancouver.

An independent review of the program was conducted in January 2019, and the results revealed that the program is being well-received and continues to be impactful in terms of inspiring youth to work towards a career in the criminal justice system.

INDIGENOUS CADET PROGRAM

Implemented in 2007 and funded by the Aboriginal Community Career Employment Services Society, the [Indigenous Cadet Program \(ICP\)](#) program is intended to mentor and coach Indigenous youth, aged 19 to 31 years, who demonstrate a desire to become police officers with the VPD. During their paid VPD internship, the Cadets work with Fleet Services, experience ride-alongs with various sections, engage in cultural activities, and participate in the annual Pulling Together Canoe Journey.

The program was postponed in 2020 because of the COVID-19 pandemic, although program graduates continued to be supported in achieving their education and employment goals. In 2021 a modified, online and in-person program was developed and delivered

YOUTH DIRECTED OUTREACH



to three cadets. Programming included presentations and discussions with 10 guest speakers, an Indigenous ceremony with an Elder, and ongoing instruction and coaching from the Indigenous Relations Officer. Youth from the 2021 ARC Youth Program were invited to join six of the ICP sessions, including an outing to the Vancouver Police Museum and dinner. This provided leadership opportunities for the ICP participants and prospects for the younger ARC participants to extend their connections in the Indigenous community.

One of the 2021 ICP cadets has continued their studies in Criminology at Simon Fraser University and is preparing to apply as a police officer. The second 2021 ICP cadet now volunteers with the Collingwood CPC and has been hired into the 2022 ICP, and the third cadet completed their Criminology degree at Simon Fraser University and has been hired as a police officer with Surrey Police.

A total of 45 Indigenous youth participants have completed the program since its inception in 2007. Currently, over half of the program graduates work in the field of criminal justice, with 16 working with the VPD either as police officers or as civilian professionals.

BLUE EAGLE PROGRAM

Partially funded by the VPF, the Blue Eagle Program supports 20 youth between the ages of 12 and 15 years. These youth have an opportunity to develop leadership skills while learning about Indigenous culture and policing. The Blue Eagle Community Cadets is a partnership between the VPD DCIRS, the Indigenous Protocols Officer and the Vancouver Aboriginal Community Policing Centre Society led by the Metro Vancouver Transit Police (MVTP) Indigenous Liaison Officer. The program gives Indigenous youth the opportunity to work in a team environment; help their community; explore various career options; take part in a variety of activities; strengthen physical and mental health; meet strong Indigenous role models; and increase confidence.

MUSQUEAM YOUTH NIGHT

In October 2021, the Musqueam Liaison Officer and Musqueam youth leaders organized activities on Saturday nights to engage Musqueam youth in community-based events. Musqueam Youth Night is a safe place where everyone is welcome. The goal is to ensure that there is an event where Musqueam youth can interact and participate in activities that show respect, pride, inclusiveness, honour and a shared responsibility. This initiative is VPF funded.

YOUTH DIRECTED OUTREACH

VPD CADETS

Funded by the VPF, the VPD Cadet Program is a prime example of an initiative designed to instill leadership skills and create a path for youth to pursue a career in policing. The 28-week program is led by VPD police officers and support staff, and includes educational workshops along with physical training, team building exercises, and life skills training such as public speaking and resume-building. Graduates of the program become mentors and peer-to-peer role models for subsequent cohorts.

A total of 422 youth have participated in the program since its inception in 2014. During the height of the COVID-19 pandemic, activities moved online, returning to in-person programming in September 2021. In 2020/21, there was a cohort of 40 cadets. The current 2021/22 cohort has 71 cadets representing 25 different cultural backgrounds.

YOUTH CONNECT

Young people continue to face difficult decisions about personal relationships, safety, and online behavior - often feeling isolated and lacking support. These difficulties place youth at potential risk; including physical and sexual assaults in schools, distribution of personal and intimate images, and unsafe social media use. Youth Connect was created in 2017 to combat these emerging trends. This annual, day-long symposium is hosted by Special Investigations Section (SIS) and supported by YSS. VPD members help plan, organize and run this event each year, with roles ranging from workshop facilitation to greeting youth at the door. Each year, approximately 150 students, staff, and counselors from Vancouver schools attend to discuss and learn about consent, diversity, healthy relationships, personal safety and safe dating. The symposium was placed on-hold and will resume in 2022

POLICE ATHLETIC LEAGUE

A registered charity, the Vancouver Police Athletic League (PAL) is a youth crime prevention initiative that uses athletic, recreational, and educational programs to foster positive rapport and trust between police officers and youths. VPD PAL activities throughout Vancouver include basketball games, soccer camps, running clubs, and rugby camps. During the COVID-19 pandemic these activities were significantly impacted. However, the VPD Judo Club continued to engage with the youth while following health guidelines. As well, VPD Judo introduced a women-only club for girls and women to participate in judo safely and while respecting their cultural traditions. This charity is partially funded by the VPF.

RISE BASKETBALL

Rise Basketball is an after-school basketball program led by Youth Services Section (YSS). Piloted in the spring of 2018, Rise Basketball has been successful in providing youth participants with an added avenue to seek out healthy, recreational activities and establish positive relationships with role models.

Funded by the B.C. Civil Forfeiture Office (CFO) and supported by Hillcrest Community Centre, John Oliver's Community Schools Team, and the Insurance Corporation of British Columbia (ICBC), Rise Basketball participants also attend educational presentations conducted by ICBC and other community supporters. Program sessions continued in 2020 and 2021, taking place twice a month at Hillcrest Community Centre.

VPD MUSQUEAM BASKETBALL CAMP

Since 2010, the VPD Musqueam Basketball camp has been held at Musqueam, enhancing the positive work by the VPD and fostering the relationship, understanding, and trust the VPD has with the Musqueam Nation. The objectives of this basketball camp is to further develop community relations between the VPD and the Musqueam Nation individuals. Participants also develop basketball skills and learn about healthy lifestyles. This camp did not occur during the COVID-19 pandemic and will resume in 2022.

YOUTH DIRECTED OUTREACH

VANCOUVER POLICE SOCCER AND SERVICE CLUB

The Vancouver Police Soccer and Service Club (VPSSC) is comprised of police officers and civilians professionals primarily from the VPD, but also include members from other law enforcement agencies in B.C. Every year the men's and women's team play in leagues and tournaments locally and across North America. Additionally, the VPSSC are responsible for community initiatives where they engage at-risk youth and new immigrant youth through sports, to help break down barriers they may have with police. The activities of the VPSSC were put on-hold during the COVID-19 pandemic and will return once PHO guidelines permit. The following are three VPSSC youth initiatives:

Annual Soccer Camp

The annual VPD Soccer Camp is run by dedicated volunteers of the VPSSC. There are members of the VPD Canine Unit, the VPD Motorcycle Drill Team, and Whitecaps FC players, and the team's mascot, Spike. This soccer camp occurs over four days in July providing an essential summer program for 300 youth between the ages of 6 to 17 years.

Paul Sanghera Soccer Tournament

The VPSSC, supported by the VPF and the Masonic Lodges of the Lower Mainland, also coordinate the annual Paul Sanghera Soccer Tournament that honours a fallen member who tragically lost his life in a fatal car crash. The tournament hosts nine Vancouver high school soccer teams that play in a two day, indoor soccer tournament where top players will be rewarded with \$3,500 in scholarships for their post-secondary education.

Vancouver Police Soccer and Service Club Free Boot Program

Every year the VPSSC partners with Moresports to deliver 60 pairs of soccer boots, shin pads, and socks to impoverished youth of Vancouver. All the youth recipients are involved in community soccer programs but do not necessarily have the means to purchase new equipment. The youth are invited to North America Sports where they are fitted with new soccer equipment by both police officers and store staff. Two weeks after fitting, the equipment

is delivered to the 60 youth at a reception held at the VPD police building. Food is supplied and the police officers, youth, and their families share a meal supplied by the Tap and Barrel and are able to build relationships through the love of soccer.

TOTAL RESPECT FOR OURSELVES AND OTHERS

The YSS partnered with the Children of the Street Society, a provincial society and federal charity dedicated to preventing the sexual exploitation and human trafficking of children and youth in B.C. through education strategies, public awareness initiatives, and family support.

In collaboration with the Children of the Street Society, the VPD created the Total Respect for Ourselves and Others (TROO) program, which address the issue of sexting among youth. In addition to hosting intensive workshops with older youth who have a demonstrated need to increase their knowledge and awareness in this regard, TROO also conducts preventative and informational presentations to students in younger grades. During 2020 and 2021, this program continued at reduced capacity due to the COVID-19 pandemic health restrictions. At the outset of the pandemic, two virtual sessions were delivered and once restrictions eased, five more in-person sessions were delivered.

HERE4PEERS

Here4Peers, an initiative funded by the VPF, is a partnership between the VPD, VSB, the Canadian Mental Health Association (CMHA), and Vancouver Coastal Health (VCH). Here4Peers is a 80-minute peer-led mental health awareness workshop delivered to Grades six and seven VSB students by their peers in grades 10-12. The peer facilitators receive training and support from VPD and CMHA staff. To meet the needs of the community, this program incorporated feedback from students, young adults, school staff, representatives from Urban Native Youth Association (UNYA) and Qmunity, a nonprofit community centre in Vancouver that serves as a catalyst for 2SLGBTQ+ community initiatives and collective strength. This peer-based initiative is currently based in six Vancouver high schools. The

YOUTH DIRECTED OUTREACH

participating schools are David Thompson, Vancouver Technical, John Oliver, Prince of Wales, Eric Hamber, and King George Secondary Schools. An evaluation of Here4Peers, funded by the CoV, has shown that this initiative has been able to accomplish the following:

- reduce stigma;
- increase awareness of mental health issues and coping tools; and
- improve access to resources.

Over 64,000 students in grades six and seven have participated in the workshops since the start of the program, with over 150 workshops completed to date. This program transitioned to online during the COVID-19 pandemic. Eighty youth facilitators were trained from four different secondary schools. These youth delivered virtual workshops to elementary schools in four catchment areas, and launched the Let's Talk Mental Health for Kids and Teens video funded by the Vancouver Canucks.

STREETFRONT ALTERNATIVE PROGRAM

The Street Alternative Program at Britannia Secondary School engages students who struggle in traditional classroom settings. Most students in this program live in the Downtown Eastside (DTES). Streetfront emphasizes the positive impact of physical activity with a focus on marathon training. In 2020 and 2021, VPD officers utilized virtual marathons to ensure ongoing participation in the program. Students were able to return in-person activities in October 2021 and 35 youth were able to participate in the 10km Strachen Hartley Memorial run. These youth will continue to participate in 2022 through the Bank of Montreal Marathon, Scotiabank Half Marathon, and the Seattle Marathon.



WINDERMERE RUNNING CLUB

The Windermere Running Club provides a supportive and welcoming running environment for students at Windermere High School. The program goal is to build positive relationships and healthy living skills through running. This program operates every Tuesday and Thursday with student led running clinics before school. Additionally, every Sunday, the group is joined by a VPD officer. This program ran in 2020 and 2021 with approximately 30 youth running on Sundays. This is a VPF funded program.

YOUTH DIRECTED OUTREACH

BRIGHT AT NIGHT

During the winter months, harsh weather and low light conditions lead to poor visibility and increase the hazards of driving. Youth are at an increased risk of pedestrian-involved motor vehicle accidents due to their smaller size and lack of experience with traffic. The VPD Youth Services Section hopes to increase youth safety through Bright at Night. This is an initiative funded by the VPF, and involved the creation of branded, reflective slap bands that are then distributed to elementary school students. Children wearing the bands will be able to increase their visibility in poor conditions by up to 500%. Wherever possible, the bands are given to youth in conjunction with Halloween and/or pedestrian safety presentations, to reinforce road safety messaging. This is a VPF funded program.

ReMAKE

The Restoration through the Mobile Arts for Kids Exchange (ReMAKE) is an upcoming program funded by the CFO and the VPF. Many youth outreach programs are focused on athletics and there was a clear gap for those with artistic/creative interests. The goal of the program is to transform a cargo trailer into a mobile music/art studio for ongoing youth engagement and outreach across Vancouver. ReMAKE will be led by VPD police officers who have knowledge and experience in music production. By building positive relationships with youth participants through activities centred on music and content creation, these sessions will serve as an interactive and fun outlet for creative endeavours. During the COVID-19 pandemic this program continued to develop the physical assets required to deliver the program and will be ready to launch in the fall of 2022.

SHARE A MEAL

Members of the VPD Youth Services Section (YSS) and Ministry of Children and Family Development (MCFD), including social workers and youth probation officers, participate in the Share a Meal program to help at-risk youth. The teams offer food vouchers, provided by the VPF, to share both a meal and a

conversation. Police officers from several units in the YSS have access to food vouchers and participate in this program daily within the scope of their duties.

STRATHCONA FOOD SECURITY PROGRAM

Formerly known as the Strathcona Backpack Program, the Strathcona Food Security Program supports more than 1200 Strathcona residents who experience food insecurity on a regular basis. This program was originally developed to fill the gap over weekends when children are not supported by the school-based food programs they depend on during the school week. This VPF funded program not only gives back to the community, but provides an important outreach opportunity for the Strathcona CPC Neighbourhood Police Officer (NPO).

The NPO will personally assist with the delivery of these food packages as a means to build positive relationships between community members and the police, and to establish a greater mutual understanding of the important issues facing both citizens and the police in the Strathcona area.

SCHOOL LIAISON UNIT

The VPD School Liaison Unit (SLU) maintained an ongoing partnership with the VSB dating back to 1972. SLOs were assigned specific schools within Vancouver providing services to approximately 54,000 students from kindergarten to grade 12. This program was terminated in April 2021 after the Vancouver School Board passed a motion to cancel this program. At the time of this decision, the VPD was deploying 15 SLOs supervised by two designated sergeants. In addition to the public schools within the VSB, the SLU also served all private schools in Vancouver.

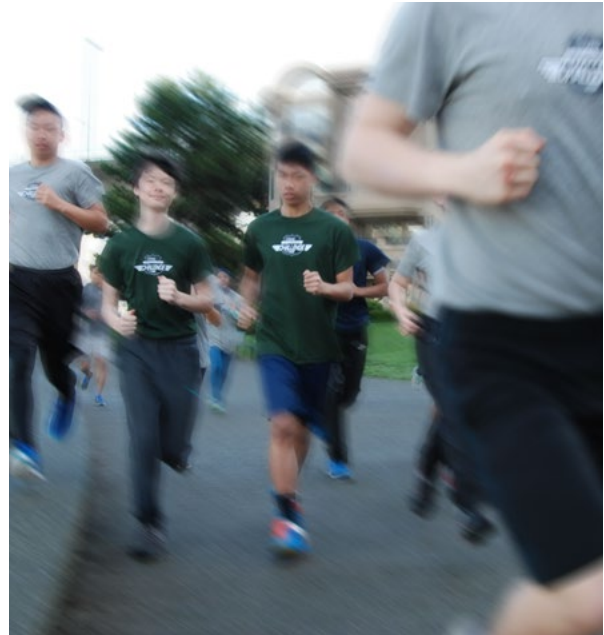
The SLOs connected individuals in the student body of their assigned schools, provided day-to-day support and participated in various school-based activities and events. Several unique programs were offered to youth with consideration to their identified needs. After the VSB cancelled the program, the VPD was not able to continue a number of SLO led programs: Student Challenge, Get R.E.A.L., Making Everyone Safe and Healthy (MESH) and Churchill Strong.

YOUTH DIRECTED OUTREACH

Student Challenge

The VPD Student Challenge occurred over nine days and was a mini-police academy for 48 Vancouver students over spring break. The students spent time in the classroom learning about legal studies, developing social skills, and receiving presentations from VPD specialty sections. The program wrapped up with a stay at an area ranch, with physical and team-building challenges. This program was funded by the VPF.

Since its inception in 1999, the Student Challenge graduated upwards of 1,000 young people from diverse and multicultural backgrounds. Many youth who participated in these programs enter the police officer application process and several have been successful. Twenty three graduates are currently serving as police officers and 3 are Special Municipal Constables (SMC). This program ceased with the termination of the SLO program.



Making Everyone Safe and Healthy

VPD SLOs used to host the VPF funded Making Everyone Safe and Healthy (MESH) sports day. This annual event included 200 children from four elementary schools taking part in a sports day event. They learned about healthy lifestyle choices, while having fun and interacting with police officers.

In 2019, the VPD participated in the Project Mesh Toy Drive where 50 families from Henderson, Trudeau, Fleming, and Moberly Elementary Schools were assisted. Gifts were donated through the Vancouver Police Community Fund (VPCF) and VPF. VPD cadets volunteered at this event, and together with officers were able to personally deliver these gifts to families. This program ceased with the termination of the SLO program.

Churchill Strong

Churchill Strong was a VPF funded after-school program engaging youth who have run into minor disciplinary incidents and/or do not normally participate in competitive sports. This program encouraged youth to make healthier choices and to build stronger relationships with police, VSB staff, and peers. With over 50 students actively participating, Churchill Strong was supported by the VPF. This program ceased with the termination of the SLO program.

Get R.E.A.L.

Previously known as the Windermere Boys and Girls Group, Get R.E.A.L. (Resilient, Engaged, Active, Leaders) operated as a youth resiliency program that builds leadership and supports crime prevention through engagement. The program shifted to a non-gender binary structure to reduce barriers to participation and promote inclusivity. Sixty to 80 youth were enrolled with the Get R.E.A.L program and each week, participants focused on different workshop topics such as: mental health, self-defense, crime prevention, healthy relationships, employment readiness, substance abuse prevention, sex education, recreation, leadership development, and community service projects. This program ceased with the termination of the SLO program.

YOUTH SERVICES UNIT

The VPD Youth Services Unit (YSU) was formed after the termination of the SLO program. The YSU conducts intelligence-led law enforcement and offers youth-based support and resources to front-line members. This unit consists of one sergeant and seven constables and works closely with the Youth Investigative Unit. YSU combines positive youth-police engagement, law enforcement, crime prevention and community safety to meet the diverse needs of Vancouver's youth.

YOUTH DIRECTED OUTREACH

YOUTH COMMUNITY RESPONSE UNIT

The VPD is committed to supporting vulnerable youth in the community, helping them to access needed services so they are no longer victimized, or helping them make positive choices in their lives. Inter-agency collaboration provides opportunity for VPD to expand upon their outreach capacity and ensure that the physical, mental and social needs of community members can be addressed through referred services.

YANKEE 10

Yankee 10 is a partnership between the VPD and MCFD, partnering VPD police officers with probation/correction officers. The focus of the program is to monitor youth involved in the criminal justice system, and/or youth who are likely to become criminally involved. The Yankee 10 partnership liaises with probation officers in Vancouver as well as other jurisdictions, conducts nightly curfew checks, attends locations where high-risk youth gather (e.g., local community centres), and assist foster parents/homes with youth engaging in problematic behaviour. Yankee 10 also connects with many other VPD sections including the VPD Missing Persons Unit (MPU) and regularly supports front-line officers.

YANKEE 20

Yankee 20 partners a VPD police officer with a MCFD youth social worker to provide a coordinated response to support sexually exploited and at-risk youth. The purpose of Yankee 20 is to work closely with community groups such as UNYA, PLEA Community Services Society of B.C., Network of Inner City Community Services Society, and Covenant House to update previously identified youth in the community and bring attention to new youth in the community. The goals of Yankee 20 and the community groups are to build and maintain relationships with youth to influence them in a positive manner and deter them from negative street influences. This is done by connecting youth with resources and agencies that offer support services to meet their needs.

CAR 86

Since 1977, the Car 86 program has been working in conjunction with a MCFD youth social worker with the mandate to provide after-hours assessment and intervention for children deemed at-risk. The VPD police officer and social worker work as a team in assessing, managing, and determining appropriate actions that are required to ensure the safety of children. In the most extreme cases, children could be removed from homes deemed to be unsafe and placed into temporary or long-term foster care. In most instances, MCFD will have the parent/guardian agree to a safety plan that they need to abide by to ensure the safety of their children. Car 86 also provides information and resources to families that require help in coping with their current situations.

CONNECTING WITH INDIGENOUS COMMUNITIES



CONNECTING WITH INDIGENOUS COMMUNITIES

Past discriminatory government policies, the generational effects of colonization, displacement, and the Residential School system have disadvantaged Indigenous Peoples. The VPD recognizes this discrimination and acknowledges that we all have a responsibility to ensure that systemic racism and discriminatory practices do not continue.

Developing a positive relationship between the VPD and Indigenous Peoples remains a priority in the process of reconciliation. To that end the VPD engages in ongoing initiatives with Indigenous Peoples, as described below. Importantly, the VPD recognizes that building relationships must be based on respect and understanding and be led by, and in partnership with, Indigenous communities.

INDIGENOUS ADVISORY COMMITTEE

The VPD and Vancouver's Indigenous community leaders collaborated in creating the VPD Indigenous Advisory Committee which was established in late 2018. The VPD Indigenous Advisory Committee is comprised of ten recognized and respected members of Vancouver's Indigenous community, including representation from the Musqueam, Squamish and Tsleil-Waututh Nations, Métis representation, and

VPD Executive and DCIRS. The Indigenous Advisory Committee meets quarterly and continued to do so virtually during the COVID-19 pandemic. The specific goals/objectives that direct its efforts include:

- relationship and trust building between the Indigenous community and the VPD;
- eliminating barriers between police and Indigenous residents and communities;
- supporting education, cultural awareness, and other events to further build trusting relationships between residents, the Indigenous community and the VPD; and
- a procedure for sharing information on current issues within the Indigenous community.

HEALING PATH INITIATIVE

The Healing Path Initiative is led by the NPO for the Vancouver Aboriginal Community Policing Centre. The purpose of the Healing Path Initiative is to bring more awareness to the relationship and history between the police and Indigenous Peoples in Canada. To date, approximately 20 volunteers have been engaged in this initiative currently producing 3000 necklaces which will be handed out in 2022. This educational project serves to weave Indigenous culture into learning and teachings. This includes canoe-based engagement activities that provide front-line VPD officers teachings directly from Indigenous Knowledge Keepers and Elders. This initiative is funded by the VPF.

CONNECTING WITH INDIGENOUS COMMUNITIES



TRADITIONAL CANOE WAKING CEREMONY

In Coast Salish tradition canoes are “woken up” after the winter before embarking onto the water. The VPD canoe, Nchu’7mut (pronounced In-CHOTE-Mote, meaning One Heart, One Mind), is awakened by members of the Squamish Nation and the VPD Canoe Family, preparing it for travel in a series of reconciliation events throughout the year including the annual Pulling Together Canoe Journey. This ceremony highlights the important relationship the VPD shares with Vancouver’s Indigenous community.

The canoe wakening ceremony was cancelled in 2020 due to the COVID-19 pandemic however, the ceremony did occur in 2021 led by Squamish Nation Councilor Elroy Baker. Twenty VPD staff, ten VPD Cadets, members of the Executive and the Squamish Nation Ocean Canoe Family participated in the wakening ceremony. The VPD also engaged in a small canoe sleeping ceremony for Nchu’7mut on November 16th 2021 led by a Knowledge Keeper from the Squamish Ocean Canoe Family. In 2022, the canoe wakening ceremony was led by the Squamish Nation Ocean Canoe Family, with community members, VPD staff and a large contingent of VPD Cadets in attendance.

PULLING TOGETHER CANOE JOURNEY

Each year, 35-40 of the VPD’s sworn members, civilian professionals, Indigenous and VPD Cadets join numerous other Indigenous and youth organizations, and police and public agencies in the ten-day Pulling Together Canoe Journey. This journey aims to strengthen and expand the relationship between Indigenous Peoples and police/public agencies in B.C.

Participants camp together, eat together, engage in Indigenous protocol and ceremony together, and travel the beautiful and traditional waters of the host Nation. In 2021, the pandemic called for a shorter and smaller “mini-journey” in Squamish Nation territory, from Porteau Cove to Kwum Kwum Island Anvil Island, and Camp Potlatch. This journey included Indigenous ceremonies led by Squamish Knowledge Keepers and Elders. This journey is VPF funded.

NATIONAL INDIGENOUS PEOPLES DAY

On June 21st of each year, the VPD celebrates National Indigenous Peoples Day, to recognize and celebrate the heritage, diversity, and important contributions of Indigenous Peoples. Staff from all areas of the VPD interact with the community, receive feedback,

CONNECTING WITH INDIGENOUS COMMUNITIES

and answer any questions the community may have. This event also serves to capture public interest in policing as a career, with attendance from various VPD representatives including the VPD Traffic Section, Mounted Unit, and Emergency Response Section.

In 2020, the annual event, which is usually held at Trout Lake Park, was held virtually. The Indigenous Relations Officer, a member of the organizing committee, worked with the Metro Vancouver Aboriginal Executive Council to provide technical and logistical support for this virtual event. Concurrently, members of the VPD Mounted Unit and the Beach Patrol participated in a PHO compliant parade at Musqueam where community members could safely watch from their homes. In 2021, VPD members joined the Musqueam Nation to celebrate with a “reverse parade” where community members drove by different agency displays and received keepsakes and information brochures.

INDIGENOUS LIAISON AND PROTOCOL OFFICER

Reporting to the VPD Executive, the VPD established an Indigenous Liaison and Protocol Officer position to work directly with the Indigenous community, to develop both VPD and community programming, to act as a resource for VPD members, and to serve as a member of the VPD Indigenous Advisory Committee. This officer advises the VPD on all Indigenous protocols related to formal events and integrates these protocols into current VPD ceremonies. In addition to these duties, the Indigenous Liaison and Protocol Officer is a dedicated point of contact for community members and agencies to raise concerns they may have which can then be addressed through the VPD Indigenous Advisory Committee. The Indigenous Liaison and Protocol Officer serves as a Director on the board of UNYA and facilitates talking and healing circles at Directions Youth Services.

THE VANCOUVER ABORIGINAL COMMUNITY POLICING CENTRE

The Vancouver Aboriginal Community Policing Centre (VACPC) was founded by Vancouver’s Indigenous community to address social justice issues, improve safety for Indigenous Peoples and strengthen the relationship between the VPD and the Indigenous community through education, awareness, and open dialogue. As a non-profit organization, the VACPC 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 VACPC is better able to provide services, programs and resources to help maintain the security and safety of Indigenous communities in Vancouver. The VACPC provides 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, and counseling, all through a supportive environment.

As a conduit to the VACPC, the VPD maintains a dedicated NPO working with the Centre to support staff and community members accessing the VACPC. The NPO plays an integral part in fulfilling the mandate of the VACPC, providing support

Indigenous Liaison & Protocol Officer

- Coordinates the VPD Indigenous Advisory Committee
- Participates in ongoing recruit training at the Justice Institute of British Columbia.
- Participates in the Pulling Together Canoe Journey
- Attends many community events throughout the year (e.g., funerals, marches, and other cultural events).

CONNECTING WITH INDIGENOUS COMMUNITIES

and representing the VPD. The NPO works with the Indigenous community to communicate their needs and concerns to the VPD. Specifically, this NPO is in a unique position to assist Indigenous Peoples when they report incidents such as violence or a missing loved one, and assist individuals when liaising with investigative units.

In 2020 and 2021, the NPO participated in the VACPC-led Circle of Understanding training delivered at the Justice Institute of B.C. to police and sheriff recruits. This circle is a sacred space where Residential School Survivors share their experiences with the goal of bringing understanding of the impact of residential schools. Through these circles, recruits are encouraged to learn about local Nations, practice cultural humility, and engage in positive interactions with Indigenous Peoples. The NPO also develops programming to further relations such as the Healing Path Necklace and the Moose Hide Campaign.

MUSQUEAM OUTREACH

The Musqueam Nation is located in the southwest area of Vancouver. By agreement with the City of Vancouver the Nation has chosen the VPD as the police for their territory. The VPD has a dedicated Musqueam Liaison Officer who works with the people of the Musqueam Nation and provides culturally sensitive police services. This includes partaking in speaking engagements that bring awareness to the history of the Indigenous Peoples of Canada, as well as participation in activities to strengthen our relationship with the Musqueam Nation. The Musqueam Liaison Officer is available to all Musqueam members 24/7. This Liaison also delivers pro-active initiatives and participates in major events such as the [Musqueam Canoe Races](#) and the National Indigenous Peoples Day.

During the COVID-19 pandemic, the Musqueam Liaison Officer delivered an online safety seminar to 40-50 Grade 7 students. Programming also included a further partnership with ICBC and Young Drivers of Canada to support Musqueam youth in receiving their driver's licenses with four youth participating in 2020 and 2021.

INDIGENOUS RELATIONS OFFICER

The VPD has a dedicated Indigenous Relations Officer who works with Vancouver's urban Indigenous population to communicate their needs and concerns to the VPD. The aim is to achieve mutual understanding and/or alignment on community and police issues. During the COVID-19 pandemic connections were made both in-person and, virtually.

The Indigenous Relations Officer works with Indigenous Elders, leaders, agencies and individuals who come to the VPD with requests for assistance in navigating the criminal justice system, or concerns relating to investigations and safety planning. The Indigenous Relations Officer also works with the community to address issues related to missing and murdered Indigenous women and girls, and to support the SisterWatch Committee. The Indigenous Relations Officer is asked to support the diverse mandates of community agencies through information sessions and Sharing Circles with staff and clients. These community interactions promote cultural safety, take a trauma-informed approach, and has resulted in many trusting relationships with Indigenous youth and adults.

The Indigenous Relations Officer also works closely with community partners to provide learning opportunities and healthy activities for Indigenous youth such as hiking and cultural outings, and long-term coaching and mentorship for the youth and young adults who participate in the ARC youth program and the ICP.

The Indigenous Relations Officer supports the development of the VPD's understanding of racism, reconciliation, Indigenization and decolonization, and provides direction for the VPD in the creation of internal policies, activities and training relating to these processes.

LUNCH WITH THE CHIEF

Funded by the VPF, the Lunch with the Chief series is a popular quarterly event. Since its launch in 2014, it has been well received by the DTES community. The purpose of this event is to provide an informal platform for engagement where participants can share food and conversation, to break down barriers

CONNECTING WITH INDIGENOUS COMMUNITIES



in communication and have meaningful, positive interactions. 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 VPD members.

Due to the COVID-19 pandemic, this event was modified so that it could continue in a safe manner. In 2020, the VPD worked with partner agencies to provide bagged lunches which were distributed in the community. In keeping with the spirit of the event, people were able to engage with VPD members while following PHO guidelines. In 2021, this initiative continued with 100 lunches delivered to Atira Women's Resource Society, 100 to Directions Youth Services and Covenant House Vancouver, as well as 100 to S.U.C.C.E.S.S. and the Muslim Care Centre.

CULTURAL HEALTH AND LEARNING INITIATIVE

Implemented in 2021 and funded by the VPF, the Cultural Health and Learning Initiative is a multifaceted program working to encourage healing and learning amongst policing partners who serve Indigenous communities in B.C. The VPD works in partnership with the Squamish Nation, the Integrated First Nations Unit, West Vancouver Police, MVTP, and the Department of Fisheries and Oceans. Several important initiatives are included in this program including the building of a new sweat lodge, hosting ceremonies, canoe paddles, healing circles and many other cultural

learnings. These activities include Elders, youth and police members from the communities in which the policing organizations work, with an emphasis on respect and understanding through shared cultural experiences and conversations.

NATIONAL INDIGENOUS VETERANS DAY

National Indigenous Veterans Day is a memorial day observed in Canada in recognition of the contributions of Indigenous Peoples to military service, particular in the First and Second World Wars and the Korean War. This memorial day is observed on November 8th, and each year the VPD pays tribute to the contributions and sacrifices of Indigenous veterans who served our country bravely, so that all Canadians may inherit freedom.

The COVID-19 pandemic postponed the 2020 National Indigenous Veterans Day in-person events. In 2021, due to PHO regulations, limited VPD's participation to five VPD representatives including an Elder from the SisterWatch Committee.

ORANGE SHIRT DAY – SEPTEMBER 30TH

This event is commemorated annually on September 30th in honour of Phyllis Webstad, whose grandmother gifted her an orange shirt. On her first day at residential school, all her clothing was taken from her, including her orange shirt which

ENGAGING WOMEN AND GIRLS

was never returned. VPD staff show support of residential and day school survivors by wearing an orange shirt on this day, and by wearing an orange ribbon pin throughout the year. Also, VPD staff and the Executive participate each year in Orange Shirt Day events in Vancouver including gatherings at the Vancouver Art Gallery and Grandview Park. The COVID-19 pandemic caused events to be postponed in 2020, returning to a large in-person march in 2021 with a large VPD contingent participating.

ENGAGING WOMEN AND GIRLS

Although many crimes do not discriminate between genders, women are more vulnerable to certain types of crimes. The VPD recognizes that violence against women and girls is an established barrier to gender equality. The trauma suffered by victims of violence can negatively impact their mental and physical health, relationships, and overall well-being.

Further, intersecting social disparities often disproportionately negatively impact marginalized groups such as Indigenous women, placing them at increased risk for violent victimization. By way of example, research has shown that Indigenous women report being sexual assaulted at a rate triple that of non-Indigenous women (11.3% compared to 3.5%). Additionally, in 2018, Indigenous women accounted for 27% of female homicide victims in Canada while only accounting for 2% of the population.

The VPD has developed specific programming, in consultation with the Indigenous community, tailored to prevent further violence against Indigenous women and has dedicated positions and programming to help ensure their safety.

SISTERWATCH COMMITTEE

Women in Vancouver's DTES community 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 traditionally been reluctant to report crimes against themselves and others. Following the tragic death of Ashley Machiskinic, the SisterWatch Committee began in December 2010 with regular Town Hall meetings attended by members of the DTES community and the VPD. These members include the Chief Constable, members of the VPD Executive, senior management, as well as front-line officers, who form the SisterWatch Committee. SisterWatch meetings are co-chaired by the VPD Chief Constable and an Elder from the community. The guiding principle of this committee is to provide a safe space for women, girls and 2SLGBTQ+ individuals of the DTES to voice their concerns and to keep community members informed about ongoing police investigations of concern, and any advances in community safety.

In addition to the Town Hall meetings, the SisterWatch also established the SisterWatch tip line, a special telephone hotline that is staffed by civilian professional women from E-Comm 9-1-1, trained to assist callers who are concerned about their safety. This tip line encourages community members to come forward with information regarding crimes of gender violence, the death of Ashley Machiskinic, or any other safety concerns.

During the COVID-19 Pandemic, SisterWatch Committee meetings were held virtually to ensure the safety of its members. These committee meetings led to an honouring ceremony for the 215 children whose unmarked graves were found at the Tk'emlups te Secwepemc First Nation Indian Residential School. In June of 2021, SisterWatch members and Indigenous Advisory Committee members held a sacred ceremony at VPD headquarters, led by Indigenous Elders, and with Chief Palmer and other VPD staff present. SisterWatch Committee members also actively engaged in the development of a SisterWatch website expected to launch in 2022.

ENGAGING WOMEN AND GIRLS



WOMEN'S MEMORIAL MARCH

The first Women's Memorial March was held in 1992 in response to the murder of a woman on Powell Street in Vancouver. Out of this sense of hopelessness and anger came a ceremonial march to express compassion, community, and caring for all women in Vancouver's DTES.

Decades later, an annual march held on Valentine's Day, continues to honour the lives of missing and murdered women. This event is organized and led by women in the DTES because women, especially Indigenous women, have faced violence that has taken the lives of so many of both groups, leaving deep voids in their hearts. Individuals gather each

year to mourn and remember those lost to violence by listening to their family members, by taking over the streets, and through spiritual ceremonies. VPD participation shows support for families of missing and murdered women and is a visible police gesture of respect and support for the Indigenous community.

On February 14th, 2022, 26 VPD personnel participated in the 31st Annual Women's Memorial March. In 2021, following PHO guidelines, the VPD held a small ceremony at the police department to commemorate this event. The VPD also supported the Red Ribbon Dress initiative in 2021 and 2022.

SEX INDUSTRY LIAISON OFFICER

The role of the VPD Sex Industry Liaison Officer (SILO) has evolved in the community, moving away from enforcement and into advocacy. This is a proven resource for many women, including many who live and work in the DTES. The 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.

Partnerships are essential to the success of the work done by the SILO. Community partners include WISH, the Prostitution Alternatives Counselling and Education (PACE), First United Church, Carnegie Outreach, VCH Intensive Case Management Team, Downtown 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).

ENGAGING WOMEN AND GIRLS

During the COVID-19 pandemic, the SILO continued outreach via e-mail, text or phone calls to community organizations, shelters, and staff overseeing women's support residences. The SILO also provided direct support to sex workers by distributing 75 9-1-1 only cell phones in 2021, assisting with access to ID, providing personal necessities to individuals in need, and accompanying individuals to places such as detox, recovery, transition houses, and out of town funerals, celebrations and ceremonies. The SILO also provided conventional cell phones with plans that support texting and phone calls.

ID4ME

The SILO also initiated and operates the ID4ME program in the DTES. The ID4ME identification project is designed to assist low barrier individuals to move forward in their lives by providing them with photo identification. The success of this program has been particularly felt by residents who can use their new ID to open bank accounts, obtain improved housing, and upgrading their education. Since 2015, the VPF has supported ID4ME which has acquired just over 700 pieces of identification including birth certificates, BCID, BC Services, and Status cards, thereby changing the lives of residents in the community. In 2021, the SILO in partnership with the Kettle Friendship Society, assisted 40 individuals to access ID. This is a VPF funded initiative.

WOMEN'S PERSONAL SAFETY TEAM

In 2013, 16 female police officers of various levels of seniority and experience were recruited as volunteers and trained to form the Women's Personal Safety Team (WPST). 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, and the Right to Play program, that work with Indigenous Youth and the VACPC. To ensure Indigenous women are receiving training, workshops have been held on Musqueam Nation



territory and at the Vancouver Native Housing Society. Safety training has also been provided to female youth and other low-to-no barrier women's housing in the DTES. Approximately 30% to 40% of the participants are Indigenous women.

Since inception in 2013, the WPST has taught more than 6,400 participants, including 2,000 adolescents and 4,400 adults. Due to the COVID-19 pandemic, workshops moved online with 11 sessions delivered to over 600 participants from May to November 2021. The WPST has received ongoing support from the VPF.

THE SHOEBOX PROJECT

Funded by the VPF, VPD civilians professionals in the Information Management Section (IMS) participated in the Shoebox Project for Shelters. This program provides women in need (e.g. in shelters, displaced from their homes) with shoeboxes containing approximately \$50 worth of items during the holiday season. The donated shoeboxes included socks, scarfs, toiletries, a gift card, a journal and a message of hope. The shoeboxes are distributed to women through various Metro Vancouver agencies, with most going to women in Vancouver. The shoeboxes distributed by IMS were earmarked for Vancouver area shelters, including the YWCA. The VPD IMS section was unable to participate in 2020. In 2021 IMS re-engaged with this important initiative with 19 staff members donating 25 boxes.

COLLABORATING WITH CITIZENS

COLLABORATING WITH CITIZENS

CITIZENS' CRIME WATCH

The VPD's Citizens' Crime Watch (CCW) program has been operating since 1986 and involves citizens volunteering their Friday and Saturday nights to assist the VPD, reporting incidents such as thefts from auto in progress or identifying stolen vehicles. Volunteers often assist the VPD Traffic section and have worked on Counter Attack Roadblocks to assist police in identifying drug and alcohol impaired drivers. CCW also assist in searching for high-risk missing persons.

With a commitment to this community-based model, the VPD maintains a CCW Coordinator who is responsible for the supervision and coordination of all activities relating to the CCW program, deployment of personnel, coaching, evaluation, administration, and planning. The CCW Coordinator also takes part and assists in the coordination of community events, including involvement in event coordination, staffing, scheduling, training, and other associated duties.

The assistance that the CCW volunteers provide the VPD is significant. For example, in 2021, 864 CCW volunteers went out on patrol for a total of 5,288 hours. While working with police their efforts resulted in 10 arrests, 215 violation tickets, six immediate roadside prohibitions, and recovery of nine stolen vehicles. Additionally, volunteers observed two individuals experiencing drug overdose and were responsible for getting medical assistance in time to save their lives. These numbers are consistent with the last update of 2019.

WATCHING OUT FOR EACH OTHER: BLOCK WATCH

Block Watch is all about neighbours watching out for neighbours. Block Watch is a free community-based crime prevention program which trains over 1,000 Vancouver residents annually.

With the help of the VPD, residents form a communication chain among neighbours to share crime prevention information, crime alerts and more, in residential neighbourhoods comprised of single family dwellings, condos, townhouses and apartments. Residents can receive training on how

to identify suspicious behaviour and make their homes less attractive and more difficult for thieves to target. Block Watch is a testament to the fact that neighbours who work together prevent crime.

The Vancouver Block Watch program started in 1989 and is managed and maintained by a civilian professional coordinator and a police officer. In 2019, Block Watch celebrated its 30th year as a VPD community-based crime prevention program. As of 2021, VPD Block Watch works with 400 active Block Watch groups across Vancouver. Through this program, there are 700 community leaders, called 'Captains and Co-Captains,' who have engaged their neighbours in crime prevention and another 8,100 Block Watch trained volunteers reporting suspicious activity to the police.

Block Watch members have direct access to a police officer, the Block Watch Investigations and Training Officer (BWITO), who provides support to Block Watch groups through training, guidance and assistance for all crime, suspicious activity and nuisance related issues. When a new Block Watch forms, the Captain(s) and Co-Captain(s) attend a four-hour training session, and then request the BWITO to attend their first meeting where the neighbours gather in their neighbourhood or complex. Strategies are discussed to help protect residents and deter crime. The group is also shown a presentation demonstrating how to be an effective Block Watch participant, how property crime offenders behave, how and when to report incidents to the police, as well as effective crime prevention tips. These community-based personalized sessions help develop an understanding of the role of the police and build positive police/public relationships with thousands of diverse Vancouver residents.

When Captains inform the BWITO of criminal activity or suspicious activity in their areas or complex, the BWITO can provide specific assistance and identify emerging neighbourhood crime trends. The officer will liaise and share intelligence with appropriate VPD resources and sections to help resolve the problem. The BWITO also works with external partners including the CoV, ICBC, and Metro Vancouver Transit Police for coordinated support.

The Block Watch Coordinator is the first point of contact for new enquiries to start a Block Watch and

COLLABORATING WITH CITIZENS

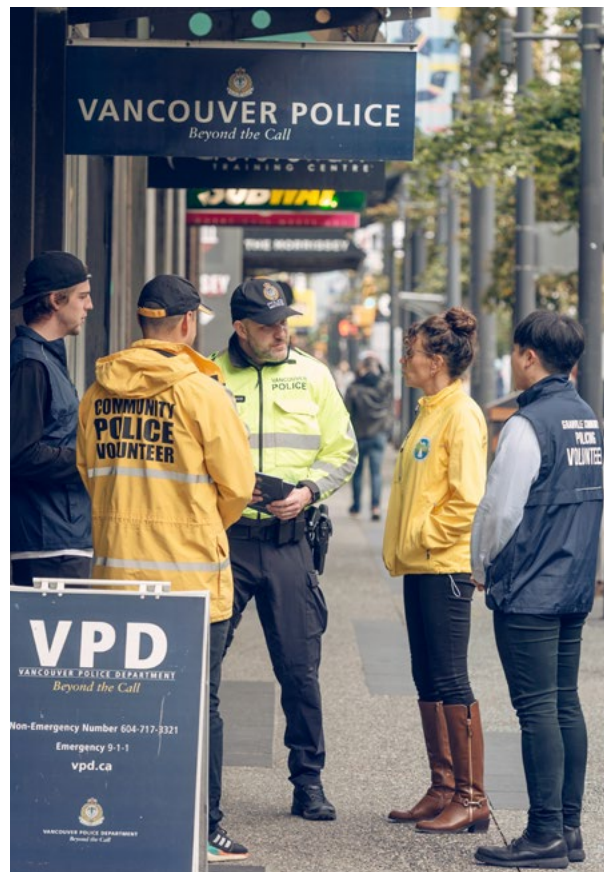
supports and tracks the activation of each group. The Coordinator provides ongoing administrative services and marketing supplies to maintain an active Block Watch status with the program. The position also works in partnership with the BWITO to develop and implement marketing strategies to expand the program. The Coordinator provides all Block Watch members with weekly crime statistics, links to the VPD's crime mapping program - GeoDASH, crime prevention tips, and other resources to Captains to share with their members. In 2021, the VPF partially funded new materials produced for Block Watch.

COMMUNITY POLICING CENTRES

Vancouver's 11 CPCs hold a unique position among crime prevention initiatives in North America, with a strong partnership between the community and the VPD. Unlike their counterparts in other cities, these centres are not satellite police stations, rather, they are operated, staffed, and governed by members of the community.

The contact information of each CPC is listed:

- **Chinese CPC**
203 - 618 Quebec Street, V6A 4E7
Tel: 604-688-5030 Fax: 604-688-5070
info@chinesecpc.com
- **West End Coal Harbour CPC**
1267 Davie Street, V6E 1N4
Tel: 604-717-2924 or 604-717-2925
Fax: 604-717-2926
info@wehcpc.com
- **Granville Downtown CPC**
1263 Granville Street, V6Z 1M5
Tel: 604-717-2920 Fax: 604-717-2922
info@granvillecpc.ca
- **Kitsilano Fairview CPC**
78 - 1687 West Broadway, V6J 1X2
Tel: 604-717-4023 Fax: 604-717-4029
kitsilano@fairviewcpc.com
- **Vancouver Aboriginal CPC**
1719 Franklin Street, V5L 1P6
Tel: 604-678-3790 Fax: 604-678-3792
coordinator@vacpc.org
- **Grandview Woodland CPC**
1977 Commercial Drive, V5N 4A8
Tel: 604-717-2932 Fax: 604-717-2923
info@gwcpc.ca
- **Hastings Sunrise CPC**
2620 East Hastings Street, V5K 1Z6
Tel: 604-717-3584 Fax: 604-216-0991
info@hscpc.com
- **Collingwood CPC**
5160 Joyce Street, V5R 4H1
Tel: 604-717-2935 Fax: 604-430-4955
info@collingwoodcpc.com
- **South Vancouver CPC**
5435 Victoria Drive, V5P 3V9
Tel: 604-717-2940
info@svpc.com



COLLABORATING WITH CITIZENS

- **Kerrisdale Oakridge Marpole CPC**
6070 East Boulevard, V6M 3V5
Tel: 604-717-3434 or 604-717-3433
Fax: 604-717-3432
komcpc@shaw.ca
- **Strathcona CPC**
872 E Hastings Street, V6A 1R6
Tel: 604-717-0622
info@strathconacpc.ca

All the CPCs carry out a range of community engagement programs including foot/bicycle patrols, road safety programs, ethnic and cultural education programs, senior safety programs, and victim services. In 2021, the VPF created a specific fund for five CPCs in the northern section of the city to deal with community-identified issues.

KHALSA DIWAN SOCIETY COMMUNITY POLICING CENTRE

In order to develop positive relationships with members of Vancouver's South Asian Community, the South Vancouver CPC partnered with VPD and the Khalsa Diwan Society to open an outreach centre in south Vancouver. The Khalsa Diwan Society CPC is staffed by a VPD police officer and several volunteers. Visitors of the outreach centre are welcomed in a friendly environment, where they can seek assistance with their crime and safety concerns. Volunteers of this outreach office are tasked with foot patrols, organizing safety presentations and youth games or other activities in an attempt to help build and foster a positive relationship between youth and policing agencies. In 2021, this CPC partnered with the [South Vancouver Seniors Hub](#) to provide programming and support for seniors.

PROJECT 529

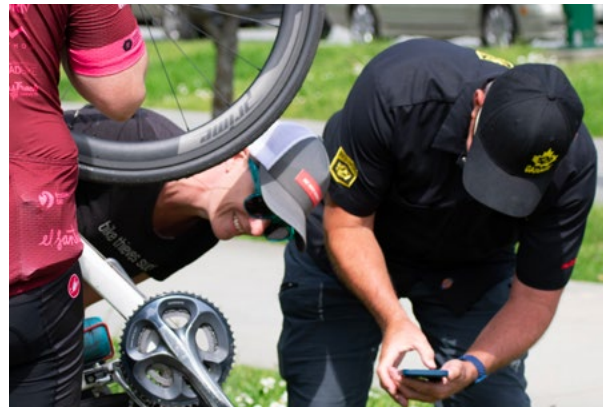
Bicycle theft impacts over two million North Americans at an estimated economic impact exceeding \$500 million annually. Within B.C., Statistics Canada data suggests about 50,000 B.C. citizens experience bicycle theft yearly. The direct impact to B.C. residents, businesses and agencies is approximately \$70 million annually. To address these issues, the VPD partnered with Project 529, a community

policing platform designed and implemented by Microsoft veterans with decades of large-scale software experience. [Project 529](#) is a modern, simple, and highly efficient bicycle registration/reporting/recovery platform that allows the public and private sectors to address this problem collaboratively. It permits cross-municipality cooperation (which is essential as bicycles are often illegally sold outside of the area they were stolen) through a single database that can scale provincially and nationally.

Project 529 partners with CPCs and bicycle retailers to offer this free service. This successful bicycle registry and bicycle theft prevention/recovery program has registered over 800,000 bicycles across the province since its inception.

In 2021, Project 529 added 21,000 registrants in Vancouver. Project 529 is the largest cycling platform in the province. The highlights for 2021 include:

- 60 registration events across the City of Vancouver;
- 262 bicycles recovered and returned;
- 44% reduction of bicycle thefts; and
- VPD is recognized as a world leader in bicycle theft reduction.



FAST FACTS

Project 529 has:

- 1,613 Twitter followers
- 4,473 Facebook followers
- 511 Instagram followers

BUSINESS COMMUNITY ENGAGEMENT INITIATIVES



BUSINESS COMMUNITY ENGAGEMENT INITIATIVES

The VPD regularly engages the business community by liaising with retailers and business organizations with matters such as: exchanging crime related information, providing crime analysis and advice to the business community, and assisting with crime prevention initiatives. The VPD Business Liaison portfolio is responsible for coordinating education and training for the business community on crime prevention and awareness. An example of work conducted in this capacity includes collaborating with partners, including Vancouver Business Improvement Areas (BIA) in the creation of a Business Crime Prevention Tips booklet. The booklet was distributed via CPCs and hand delivered to businesses by volunteer foot patrols.

PROJECT ACCESS

Project Access is designed to reduce potential barriers and time delays when responding to emergencies at high security rental and/or strata residential buildings. Launched in 2014, Project Access involves partnering with building strata and rental companies to provide police with a secure method of entry should a resident of their building require immediate assistance. The idea is to work cooperatively with individual property managers and/or strata corporations in Vancouver to develop infrastructure and processes to provide rapid police access to select buildings during exigent situations through the VPD's communications partner, E-Comm 911. In 2022, the VPF funded a project to create new materials for Project Access partners.

BUSINESS COMMUNITY ENGAGEMENT INITIATIVES

PROJECT GRIFFIN

Project Griffin aims to increase public safety by supplying security-minded organizations and groups with information and support to assist them in their crime prevention efforts. Focusing on property crime and providing training workshops, Project Griffin helps increase the quality of information provided by these groups, thus improving VPD service delivery.

In November of 2021, this training was modified to a virtual format and 90 individuals attended. This one-day course contained information on how to communicate effectively with E-Comm, crime scene preservation, counterfeit currency identification, suspect identification, and counter-terrorism. These online presentations were well-received with further discussion occurring on the topic of homelessness initiatives and increased vandalism to businesses.

TERRORISM THREAT AWARENESS VIDEO PROJECT

The VPD Criminal Intelligence Unit (CIU) applied for and received a grant from the VPF to make three safety and educational videos on counter terrorism awareness. Each video runs approximately 90 seconds and takes place at high-risk businesses that have either been targeted in recent attacks or have been used to facilitate an attack. The videos take place at a truck rental desk, hotel lobby check-in desk and outside a large public venue. CIU members produced each scene with video content highlighting suspicious indicators of would-be violent extremists and are geared for civilians working in vulnerable businesses. These videos were released via VPD social media and through CIU presentations. This initiative is VPF funded.



VANCOUVER SHIELD

In September 2021, VPD launched Vancouver SHIELD and joined the Global Shield Network (GSN), a worldwide partnership of police agencies including the London Metropolitan Police, Antwerp Police, Victoria Police (Australia), Calgary Police Service, and various US police departments. The GSN grew out of the success of the New York Police Department Shield program where police agencies share information and best practices regarding counter-terrorism and, active deadly threat detection and prevention.

Vancouver SHIELD is a private-public partnership between VPD and Vancouver's private and public sector security professionals which includes faith communities and post-secondary institutions. SHIELD focuses primarily on businesses or establishments that have a high profile or are responsible for the protection of crowded places. Partnerships are fostered through intelligence sharing, threat briefings, training opportunities, and an email notification system. Six presentations were delivered in 2020, 12 in 2021, and eight to date in 2022.

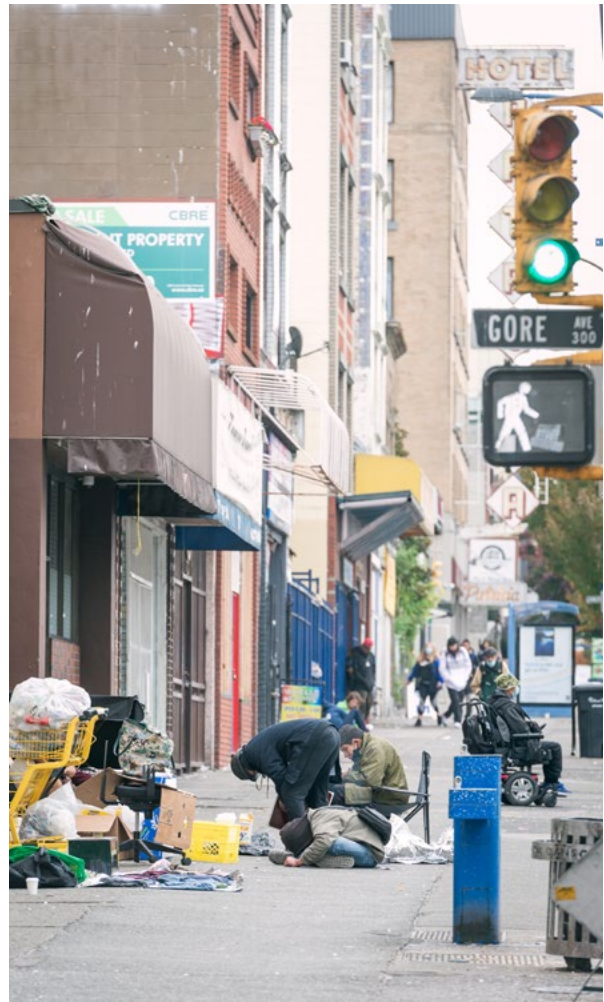
OTHER COMMUNITY LIAISON POSITIONS

OTHER COMMUNITY LIAISON POSITIONS

HOMELESS OUTREACH LIAISON

Strong partnerships between all levels of government, non-profit and co-operative housing providers, and community support services are required to build safe and inclusive neighbourhoods. Organizations such as BC Housing, Ministry of Social Development and Poverty Reduction (MSDPR), faith-based organizations, non-profit housing operators working in single room occupancy and shelter systems, as well as community members, partner to provide support to the marginalized. Towards this goal, in 2009, the VPD developed the role of a Homeless Outreach Liaison.

During the COVID-19 pandemic, the Homeless Outreach Liaison continued to conduct outreach work with people experiencing homelessness, and coordinated with mental health, addiction, housing serving sectors, and municipal and provincial governments. Working closely with the CoV Park Rangers, the Homeless Outreach Liaison conducted outreach in parks to connect with individuals and provide them with assistance or referrals. This Liaison also connected with various non-profit organizations including [Project ZacPac](#), led by 14 year old Zac Weinberg, which involved the distribution of hundreds of sleeping bags to homeless individuals and related wellness checks.



COMMUNITY POLICING CENTRE LIAISON OFFICER

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

One positive effect of the interactions between the CPC Liaison Officer and CPC volunteers is that

volunteers are afforded the opportunity to connect with VPD members for guidance and mentorship when they are considering a career in law enforcement. Certain initiatives that the CSS has introduced to the CPCs, such as the Volunteer Field Day and VPD/CPC Volunteer Interactive Sessions, are well-received and attract high volunteer participation. Overall, having a designated VPD police officer that is consistently available to liaise, guide, and mentor the volunteers, benefits them and the community that they are serving. The CPC Liaison also works on a newsletter that provides information on events that the VPD and CPCs are involved with, as well as resources.

OTHER COMMUNITY LIAISON POSITIONS

COMMUNITY SAFETY PERSONNEL

Community Safety Personnel (CSP) are distinct and separate from regular police members, and they are considered a unique element of the VPD. Structured within the Community Safety Unit, their primary purpose is to:

- assist with lower-level, lower-risk tasks, as directed, to alleviate regular police officers from such tasks, thereby providing regular police officers with more capacity to serve the community and to maintain high visibility while patrolling neighbourhoods;
- 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;
- act as a liaison between regular police officers and the community, as appropriate, to ensure the VPD continues to effectively serve citizens in Vancouver; and
- assist police officers in order to maximize their available proactive policing time.

The CSP program serves also a valuable recruiting program; many former CSPs have been hired as police officers in the VPD and other agencies. As of 2022, there are 20 full-time CSPs, 40 Auxiliary CSPs and 23 in training. In total 190 CSPs have become police officers with 152 hired by VPD.

COMMUNITY SAFETY THROUGH PROACTIVE COLLABORATION

The VPD engages in proactive activities through collaboration with community partners and deploys three liaison officers to address street disorder, problem premises, and issues relating to licensed establishments. Working proactively, these liaison officers partner with other agencies to resolve community-identified issues while at the same time reducing criminal activity.

- The Problem Premises Coordinator coordinates multi-agency responses to problem premises. This Coordinator works closely with City of



Vancouver partners and other agencies with the goal of reducing police resources dedicated to problem premises and improving the quality of living in the surrounding community.

- The Street Disorder Coordinator works closely with the Homeless Outreach Coordinator to address community concerns regarding encampments, street vending and bylaw infractions. In 2021, this Coordinator utilized crime prevention through environmental designs strategies to address concerns in Chinatown and the DTES.
- The Liquor Coordinator focuses on problems arising from licensed premises. Working with internal and external partners, this Coordinator focuses on establishments generating significant community and public safety concerns.

RECRUITING INITIATIVES



RECRUITING INITIATIVES

Although the typical age of recruitment for VPD police officers is between 23-27 years of age, recruitment efforts begin long before the actual hiring date in a potential applicant's life. VPD police officers act as direct role models and mentors for youth through various programs and initiatives. This investment by the VPD often instills youth with an aspiration to become future police officers and thereby begin to take the necessary steps and life choices required to do so.

Positive interactions between students and police are not limited to youth programs primarily delivered by the Youth Services Section. Police recruiters too, have a positive impact on the lives of youth by educating them and/or demonstrating what it entails to become a police officer. In addition to youth programming delivered by VPD police officers, the VPD's Recruiting Unit regularly attends events, colleges, and universities to engage and inform students about a policing career, and what early steps people need to take for a successful path into policing. The VPD Recruiting Unit also works closely with DCIRS in efforts to engage communities through programming and events, including with 2SLGBTQ+, Indigenous, racialized and faith-based communities.

The VPD Recruiting Unit leverages social media via [Twitter](#), [Facebook](#) and [Instagram](#) to enhance its outreach. While the COVID-19 pandemic limited the VPD Recruiting Unit's

opportunities to connect with communities, it was able to attend the following events:

- Chinese Lunar New Year event in Chinatown (February 2020 & February 2021)
- Philippines recruiting event (July 2021)
- KitsFest (August 2021)
- PNE Fair (August 2021)
- Girls Fly Too (October 2021)

During 2020 and 2021, the Recruiting Unit delivered several virtual presentations to university and college students at Simon Fraser University, Camosun College, and Lethbridge College. The Recruiting Unit also continues with virtual community relations through the Indigenous Link program, the Kwantlen Park School, and other regularly advertised Zoom sessions on social media. The Recruiting Unit returned to in-person sessions in 2021 with university and college students. On February 28th, VPD recruiting attended Hoobiyee at the PNE. Recruiting has consistently attended this celebration of the Nisga'a New Year to share VPD employment opportunities with the Indigenous community.

The Recruiting Unit partnered with Odd Squad Productions to produce three short videos launched on social media with the theme of youth and VPD diversity. These videos entitled Be the Change You Seek draw a link between pro-social youth activities and aptitudes, policing tasks, and community relations.

COMMUNITY OUTREACH FOR MENTAL HEALTH



COMMUNITY OUTREACH FOR MENTAL HEALTH

Awareness regarding mental health has been a long-standing priority for the VPD. In 2008, the VPD published *Lost in Transition*, regarding the lack of capacity in the mental health system. Subsequently in 2013, the VPD released *Vancouver's Mental Health Crisis: An Update Report*, focusing on the increase in mental health incidents, particularly violent crimes that police, as the first responders, must deal with. The VPD's 2018 *Path to Wellness* video highlights the many partnerships and initiatives the VPD is involved in to lessen the impact untreated mental illness has on the community, on policing, on health services, and, most importantly, on those living with mental health issues.

The VPD, in collaboration with health partners, continues to provide a spectrum of mental health outreach, care, and support to the community. Furthermore, the VPB meets annually with health partners to provide governance and direction to VPD and health working groups. More specifically, Project LINK is a collaboration among the VPB, the VCH Board, and the Providence Health Care Board. Initiated in October 2011, its goal is to achieve improved outcomes for those living with mental illness and addiction. A major first step was to enable the sharing of information across these police and health organizations. With that in place, LINK was able to make dramatic changes, including the formation of

the Assertive Outreach Teams (AOT) and Assertive Community Treatment (ACT) team. Described below, these teams have greatly reduced negative contacts with police, emergency room visits, victimization, and criminal justice involvement for those living with mental health and substance use issues.

THE ASSERTIVE OUTREACH TEAM

Created in 2014, the Assertive Outreach Team (AOT) is a health care and police partnership unique to Vancouver. This program serves to stabilize high-risk clients and transition them to the appropriate level of care in the system. This program partners a police officer with a team of healthcare professionals including psychiatric nurses, clinical supervisors and psychiatrists. This team works together to meet the needs of complex concurrent disorder clients, formulate treatment plans, and navigate intersections of various systems (e.g., criminal justice, health care, etc.).

This team works with a cohort of 20-40 clients to collaboratively problem-solve issues and provide care in the community. Early intervention during crisis often reduces admissions to hospital and can lead to better health outcomes for clients and their communities. For example, over a one-month period during the summer of 2021, the AOT decreased client involvement with the criminal justice system by 47%, emergency department visits by 56% and mental health bed days by 81%. In 2021, the VPF funded the Backpacks and Food for Thought initiatives to further support AOT clients.

COMMUNITY ENGAGEMENT THROUGH VPD INVESTIGATIVE SECTIONS

ASSERTIVE COMMUNITY TREATMENT

ACT provides long term tertiary level care to clients in the community. There are now six ACT teams serving 420 clients in the community in the community. Each multi-disciplinary ACT team is comprised of approximately ten healthcare professionals including but not limited to social workers, nurses, psychiatric nurses, vocational therapists, peer support members and psychiatrists to provide wrap around care to clients and improve their quality of life. Provincial ACT standards suggest three positive contacts per client/per week, preferably in person. There was a 55% decrease in criminal justice system involvement for ACT clients from 2019 to 2021. As well, from 2019 to 2021 there was a 57% decrease in negative police contacts.

CAR 87/88

Established in 1978, VPD's Car 87/88 program is a partnership between a VPD plain clothes police officer and a registered nurse or registered psychiatric nurse to provide urgent mental health assessments or interventions. Deployed seven days a week, the partnership works as a team in assessing, managing, and deciding the most appropriate action in the best interest of the client and the community. The program is co-managed by the VPD and VCH, with appointments directed in consultation with VPD by VCH. Work for Car 87/88 typically includes but is not limited to:

- assessments of clients in community;
- connecting persons to mental health and addiction services;
- supporting the work of Community Mental Health Teams including outreach, assessments and providing/administering of medication; and
- apprehension of clients, where necessary under Section 28 of the Mental Health Act or those with active warrants (i.e., Form 4¹ or Form 21²) intended to ensure the individual is supported and/or continues to be connected to a mental health care plan.

EARLY WARNING SYSTEM

The VPD developed the Early Warning System (EWS) in 2013. This analytical tools utilizes information from an existing police database to assess individuals who had a mental health apprehension in the previous two years and also engage in criminality. The EWS is utilized to determine and prioritize early mental health intervention. Each criminal occurrence within an individual's history receives a weighted severity metric that is based on offence type and frequency. This produces a EWS ranking that then determines the priority for police and health intervention and engagement.

On a weekly basis, the VPD shares the top 150 individuals with health partners, in compliance with an information sharing partnership agreement. Working with VPD, health partners have capacity to support the top 50 identified individuals with mental health resources.

COMMUNITY ENGAGEMENT THROUGH VPD INVESTIGATIVE SECTIONS

In addition to serving as members on the SisterWatch committee, members of the VPD's Special Investigation Section are partners in [The Treehouse Vancouver Child and Youth Advocacy Centre \(CYAC\)](#), a collaborative initiative between the VPD, Family Services of Greater Vancouver (FSGV), BC Children's Hospital, MCFD, and Vancouver Aboriginal Child and Family Services Society (VACFSS). Funding from the VPF resulted in upgraded facilities.

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 a VPD [Sex Crimes Unit \(SCU\)](#) sergeant and detectives, social workers from MCFD, the VACFSS, and Victim Support Workers from FSGV. It also includes a service director and coordinator from The Treehouse, and an accredited facility dog from the Pacific Assistance Dogs Society.

¹ Form 4 – Medical Certificate issued by a physician to order a person detained involuntarily. When issued, the police officer has the authority to apprehend that individual for the purpose of bringing them to a care facility.

² Form 21 – Director's Warrant issued to Peace Officers and that the officer immediately apprehend the named patient and transport him/her to a named facility.

COMMUNITY ENGAGEMENT THROUGH VPD INVESTIGATIVE SECTIONS



In addition to the Treehouse, investigators in the SCU rely on the support of FSGV for child abuse or adult, or sexual assault investigations that are not conducted at the CYAC. For example, FSGV victim services workers support victims by referring them to counseling and/or treatment services in addition to providing supportive information on the criminal justice system.

VPD's Domestic Violence and Criminal Harassment (DVACH) Unit investigators and victim support workers attend quarterly meetings at VACFSS headquarters in Vancouver. Other community partners in attendance include Probation Officers, MCFD social workers, and various advocacy group representatives. VPD's DVACH Unit collaborates with a variety of community partners to help those involved in violent situations with an intimate partner. For example, DVACH detectives will often work with the Musqueam Liaison Officer and the MIB Security when incidents of intimate partner violence occur in the community. This collaboration typically involves offender management and safety planning with the victims. Continued training and sharing of appropriate information is vital to maintaining community relationships that are relied upon to ensure the safety of victims. Through VPF funding, DVACH investigators provide victims of intimate partner violence tailored safety kits containing gift cards for groceries or toiletries and phones with data, along with other items.

DVACH investigators ensure that they develop community connections via presentations and meetings with community members. For example, a DVACH Sergeant and victim support workers 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 are presented including safety planning, justice system processes, counseling and support services, discussions around bridging the barriers to reporting to police.

In 2015, DVACH created the Safety Awareness for Elders (S.A.F.E) program to increase awareness and education directed at victims and potential victims of elder abuse. The program includes specific information sessions for communities as well as training for community organizations. Simultaneously, the educational materials and the VPD S.A.F.E internet site are made available to community and various organizations. The goal is to increase reporting of these offences and ultimately decrease all forms of elder abuse in Vancouver. The program serves Vancouver's diverse communities, with information in multiple languages and disseminated through different modes of communication. The S.A.F.E program assists the VPD with engaging and educating the aging community, increasing positive and trusting relationships with elders who may become, who are, or have been victims of elder abuse.

Major Crime Section investigators initiated the Health & Safety Fair to address the increase in calls for service involving seniors. The First fair took place in 2018 with 370 attendees, 30 community partners and VPD staff from various sections. This initiative was placed on hold during the COVID-19 pandemic and returned in June 2022. This is a VPF funded initiative.

Another section within the SIS is the Counter Exploitation Unit (CEU). The CEU has an imbedded FSGV victim worker who frequently acts as a bridge between sexually exploited women and the police.

VICTIM SERVICES UNIT



This support worker is mindful of the systemic issues that prevent women from disclosing their criminal victimization to the police. In addition to this partnership with FSGV, CEU members will, when appropriate, exchange information related to identified risks, offenders, and exploitative practices, with community partners such as Women's Information and Safe Haven (WISH), UNYA, and VACFSS.

The VPD's Missing Persons Unit (MPU) investigations have been profoundly impacted by community input. MPU reports have increased due to community concern and awareness of the issues surrounding these investigations. For example, elderly individuals with Alzheimer's or dementia are more recognizable as high-risk and this increases public awareness and assistance. The VPD MPU has formed a partnership with Realty Watch and the taxi industry to assist in getting information out to the public for high-risk missing persons. In addition, The VPD MPU has worked with the Adolescent Psychiatric Unit of BC Children's Hospital to assist them with developing improved policies in the reporting and follow up of high-risk youth that go missing from their facility.

VICTIM SERVICES UNIT

The VPD's Victim Services Unit (VSU) 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. 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.

The VPD's VSU 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, or AFDS. Referrals are also made to DEWC, Women Against Violence Against Women (WAVAW), Battered Women's Support Services, and others who have developed Indigenous culturally-focused support groups.

PROACTIVE GANG AND DRUG PREVENTION ENGAGEMENT

Additionally, clients may be referred to the VACPC or liaise with the NPO at the VACPC. VPD's Investigative sections work with community members and groups in many ways to provide support and outreach.

In February 2016, Lucca, an accredited Justice Facility Dog, joined the VPD VSU. His role is to compliment the work of the VSU team by providing comfort and support to victims and witnesses of crime and other traumatic incidents. Lucca can be used at any point along the continuum of a police investigation – at the scene of an incident, in police interviews, in follow up meetings with VSU staff, in Crown Counsel meetings, and as a testimonial aid to witnesses during a trial. His calm and gentle demeanor helps to reduce anxiety, and mitigate the impact of stress and trauma on individuals involved in the criminal justice process. The VPD provided fund for the acquisition and yearly costs for Lucca.

PROACTIVE GANG AND DRUG PREVENTION ENGAGEMENT

In response to the opioid crisis, the VPD called for immediate access to evidence-based treatment services. In a 2017 report, *The Opioid Crisis: The Need for Treatment on Demand*, the VPD presented several recommendations, including the need for expanded support from federal and provincial governments, more funding for evidence-based addiction treatment, and the need to increase public awareness about the risks of illicit drug use.

Since the 2017 report, considerable efforts by the VPD have been made to combat the opioid crisis, as outline in the 2019 report, *A Journey to Hope*. Key highlights include the VPD's work on the Provincial Joint Task Force on Overdose Prevention and Response. This task force, which includes VPD representatives, was created to provide expertise and guidance to the Province on actions to respond to the crisis.

OVERDOSE OUTREACH TEAM

The Overdose Outreach Team (OOT) partnered with VPD Jail in 2020 to assist individual attending VPD Jail with obtaining referrals upon release. The OOT specifically focuses on overdose prevention working towards a continuum of care to ensure clients are also supported through the court process. The OOT received 60 referrals in 2020 and 47 in 2021 from VPD.

DRUG OVERDOSE AND ALERT PARTNERSHIP

VPD's Organized Crime Section (OCS) also participated regularly in the Drug Overdoses and Alert Partnership (DOAP), a multi-sectoral committee established to prevent and reduce the harms associated with substance use. The membership consists of first responders including the VPD, regional health authorities, BC Coroner's Service, the BC Centre for Disease and Control, and other partner agencies who identify and disseminate timely information about harms related to substance use including overdose and adverse reactions to contaminated products, and coordinates public health responses to these emerging issues. DOAP continues to maintain a public website with information on preventing and recognizing overdoses, treatment, take home naloxone, harm reduction, and health care.

COMMUNITY ACTION TEAMS

Eighteen B.C. communities, including Vancouver, hit hardest by the overdose crisis, created Community Action Teams (CAT). The B.C. government allocated \$100,000 in funding as part of the government's escalated response to the overdose crisis for these teams. The role of CAT is to intervene early to provide support to people at risk of overdose. The team focuses on expanding harm reduction services, increasing the availability of Naloxone, addressing the toxic drug supply and connecting people to support services for treatment options. The VPD has been a member of Vancouver's CAT since it was formed in 2018.

PROACTIVE GANG AND DRUG PREVENTION ENGAGEMENT

The VPD was consulted by the Mayors Opioid Emergency Task Force on recommendations to lower the number of fatal and non-fatal illicit drug overdoses. VPD members attended a city council meeting and assisted city staff with developing some task force recommendations. In response to public concerns related to Federal and Provincial Cannabis legalization, the VPD continues to work closely with the CoV and other partners to address community concerns.

In response to the opioid crisis, the VPD continues to work with health partners and the community to decrease fatal and non-fatal overdoses. The VPD has continued regular contact with these groups to share information on the location of all fatal drug overdoses so that harm reduction and other health care services can be delivered to prevent deaths. The VPD also collects and submits drugs for analysis to the BC Coroners Service to assist in determining the cause of death in fatal overdoses.

TURNING POINT

Turning Point is another anti-gang program that provides education and strong alternative choices for at-risk youth who are vulnerable to become involved in the drug trade or gangs. The program is an extension of the Gang Tackle Program and is generously funded by the VPF. Many youth often have a romanticized view of gang life and drugs. Turning Point seeks to provide students with real life examples of how drugs and gang life can negatively impact their lives. At-risk youth are given the opportunity to spend a day with GCU. This event has taken place yearly in the fall since 2017 where participants are given a tour of the DTES, where they meet with several residents who are given the opportunity to tell their story to the youth. After the tour, the participants attend a BC Lions football or Vancouver Canucks hockey game where they have the opportunity to meet with players and staff before enjoying the game. VPD also provides dinner and game merchandise for the youth as well.



GANG TACKLE

The Gang Crime Unit (GCU) continues to organize and hold their annual Gang Tackle event which has run since 2013 and takes place annually every May. This anti-gang program deters vulnerable youth from a life of crime and violence, instils confidence, and develops relationships between the youth and VPD members. The program consists of a flag football game held at UBC Thunderbird Stadium with the involvement of members of the GCU, varsity and Canadian Football League football players and at-risk youth. One of the most exciting aspects of this initiative is the involvement and interaction with current professional football players. This program has proven to have a positive effect on this target group and has been funded since 2013 by the CFO and by the VPF. This program was placed on hold during the COVID-19 pandemic and resumed in May of 2022.

HER TIME

Although the focus of many gang awareness programs has been conducted with a male lens, females are also victims of gang violence and the tragedies that come with involvement in gang life. Her Time was created by two VPD police officers to provide young women with a voice and to allow women to actively participate in taking control of their lives. Her Time has reached over 40 schools and over 5,000 students, educators, and community partners. Proactively, the program provides young women with the tools, resources and knowledge about the dangers of gang lifestyle. Reactively, the program offers women currently involved or at high-risk to becoming involved in gang life the opportunity to connect with the VPD police officers who can aid with an exit strategy. In 2019, this program was approved by the VSB for delivery in schools across Vancouver.

BRIDGING COMMUNITIES WITH RICH HISTORY AND TRADITIONS



Her Time launched a successful and well-received test of their helpline, and will now expand it through a public initiative. Staffed by professional counsellors, the helpline is a resource for individuals who identify as female and who need help with safety issues, mental health, addiction or who want to speak to a counsellor about a situation. Accessing the helpline has opened the door for some participants to continue counselling beyond the initial call. This program is partially funded by the VPF.

DISRUPTING CRIMINAL ENTERPRISES AND GIVING BACK TO COMMUNITIES

The VPD has utilized asset forfeiture of proceeds of crime and offence related property in its overall strategy to combat organized crime and community outreach. Since its inception in 2007, the CFO has recovered over \$100 million in criminal proceeds; of that, approximately \$65 million has been put back into the local communities of B.C. In 2020 and 2021 the VPD referred a total of over \$28 million in assets to the provincial Civil Forfeiture Officer.

BRIDGING COMMUNITIES WITH RICH HISTORY AND TRADITIONS

THE VANCOUVER POLICE PIPE BAND

With a long and acclaimed history, the Vancouver Police Pipe Band (VPPB) was formed in 1914, when a handful of police pipers and drummers organized themselves to perform at the opening of a new police headquarters. Enthralled by the display, the Chief Constable at the time authorized the formation of a departmental pipe band. The band has been in continuous operation since that time. The VPPB is the oldest non-military pipe band in B.C. and ranks amongst the most senior police pipe bands in the world.

The VPPB celebrated its centenary by performing Guard Mount ceremonies at Buckingham Palace and Windsor Castle in June of 2014. This marked the first and only time a non-military band has been granted the privilege in the 350-year history of the iconic ceremony.

The VPPB performs at numerous cultural events throughout the year including the annual Vaisakhi parade. In 2020 and 2021, the VPPB's opportunities to perform were curtailed by the COVID-19 pandemic as many events they usually attend were under various PHO restrictions. The VPPB was able to

BRIDGING COMMUNITIES WITH RICH HISTORY AND TRADITIONS

perform at events to commemorate police officers and dignitaries and also participated in police recruit graduations. During this time the VPPB was also able to recruit four new members. The VPDDB is currently preparing to perform in Halifax.

THE MOTORCYCLE DRILL TEAM

Since 1954, the VPD Motorcycle Drill Team has reached out to people in communities and entertained citizens with displays of riding precision, throughout Metro Vancouver and as far away as Penticton and Seattle.

Using Harley Davidson Electra Glide motorcycles, the Motorcycle Drill Team is comprised of police officers of the VPD Traffic Enforcement Unit. The Motorcycle Drill Team activities are separate from their regular work and officers join the Team on a voluntary basis. The VPD Motorcycle Drill Team engages and entertains the public at various community events and parades throughout the year. Each year, the Motorcycle Drill Team participates in approximately 12 parades, most of which are in the Vancouver area. Recent performances include the Vancouver Canada Day Parade, Point Grey Fiesta Days, Vancouver Pride Parade, West Seattle Seafair Parade, and Penticton Peach Festival. The Team also regularly supports charitable events such as the Ride to Live for prostate cancer research, Kops for Kids, and the Music Therapy Ride. The VPF provides funding to the Motorcycle Drill Team.

THE VPD LION DANCE TEAM

Proud of their heritage, a group of VPD police officers, civilian professional staff, and volunteers from the Chinese CPC came together in 2005 to form the VPD Lion Dance Team. The Lion Dance Team was created to recognize and enhance the multicultural diversity of the VPD, honour the Chinese community's cultural contributions to Vancouver, and build positive relationships with all community members. With the support from the VPF, the Lion Dance Team was the first and continues to be, the only police team in Canada.



Taking part in the Lunar New Year Parade is a highlight to VPD members each year, who are honoured to recognize the Chinese community's longstanding contributions to our city. The VPD Lion Dance Team has participated in numerous lion dance performance for functions and events for the VPD, CoV, and various communities, including the Vaisakhi, Santa Claus, and St. Patrick's Day Parades. Team activities, including practices and performances were placed on hold due to the COVID-19 pandemic and are expected to resume in 2022. This team is funded by the VPF.

THE VPD CEREMONIAL UNIT

Formed in 1985, the Ceremonial Unit primarily serves in a memorial function for all sworn members (serving and retired) of the VPD when requested by the family, and to the funeral or memorial of any sworn member of a Canadian or American police service as a show of support. In addition to Remembrance Day ceremonies, the Ceremonial Unit also attends police officer memorial services, across B.C., Canada, and the United States. The Unit also attends numerous community events when requested or approved by the Chief Constable, attending approximately 75 events annually.

Members of the Ceremonial Unit, comprised of both service and retired police officers, attend ceremonies on their own time; the essence of volunteerism of the Unit is embodied in this act and the members continue to volunteer their time for this noble endeavour.

A FOCUS ON THE FRONTLINES: COMMUNITY CONTACTS



A FOCUS ON THE FRONTLINES: COMMUNITY CONTACTS

VPD's front-line officers routinely work alongside multiple community partners to better the lives of community members. This work includes advocating for better housing, working out next steps for recovery and treatment, and connecting people with family members.

Frontline members also regularly take part in community ceremonies and events throughout the year. Several patrol officers are active members of the SisterWatch Program. Finally, one patrol officer (from the Beat Enforcement Team) has been assigned as a liaison with the Downtown Eastside Women's Centre and works closely with the VPD's SILO.

COMMUNITY CULTURAL EVENTS

The VPD participates in a significant way in community cultural events and campaigns. These activities build relationships and positive engagement that allow the police to have a positive presence in communities. Participation involves all ranks from frontline officers to members of the VPD Executive, and includes police officers and civilian professionals.

Further, VPD is often involved in organizing and/or assisting to secure funding for these important cultural events. Examples include but are not limited to:

- Pulling Together Canoe Journey;
- Moose Hide campaign;
- Pride Pin campaign;
- Vaisakhi Parade;
- Lunar New Year celebrations;
- Orange Shirt Day; and
- National Indigenous Veterans Day.

THE ROAD TO SAFETY

The VPD's [Traffic Section](#) works cooperatively with the Provincial Police Services Division, ICBC, the City of Vancouver, the VSB, and various other community groups to deliver road, pedestrian, and bicycle safety campaigns, along with several other educational initiatives. Officers in the Traffic Section attend monthly meetings with City of Vancouver Engineering and Traffic Data Management, and ICBC to address specific community complaints or concerns about Traffic issues from a planning and engineering perspective.

A FOCUS ON THE FRONTLINES: COMMUNITY CONTACTS

The VPD Traffic Section continues to embark on pedestrian safety awareness campaigns with the primary goal of reducing the number of pedestrians involved in collisions. For example, the VPD has a dedicated School Safety Patrol Team that aims to improve road safety in the City of Vancouver through the education of school children, seniors, and other community groups in pedestrian and bicycle safety.

VPD Traffic members are regular participants in the annual Cops for Cancer Tour de Coast with the B.C. Cancer Agency. They have also recently become involved in supporting the Driven Project, where children with life threatening illnesses take rides in high performance cars.

ENGAGEMENT WITH EVENT ORGANIZERS AND COMMUNITY REPRESENTATIVES

VPD frontline police officers routinely communicate with event organizers and community representatives in preparation for special events. This communication is vital to ensuring events are managed safely.

The VPD engages in one-on-one dialogue with organizers and community partners, but is also part of a larger working group called the Festival Expediting Service Team that brings event organizers together to discuss events with representatives from an array of city and provincial agencies including, Vancouver Parks Board, B.C. Ambulance Service, and Vancouver Fire Rescue Services.

Organizers and community partners work together to find solutions to problems related to traffic congestion, transit interruptions, waste abatement and public safety concerns. The collective community input is critical to safeguarding the public and ensuring special events proceed as intended.

CULTURAL SAFETY AND HUMILITY

VPD is committed to delivering culturally safe service and is continuously developing and implementing department-wide training and education. Working with external and internal subject matter experts, the VPD developed and delivered online courses regarding Indigenous cultural awareness (2020) and anti-racism (2021). VPD staff are kept apprised of cultural events and activities through the DCIRS newsletter while also receiving information pertaining to equity, diversity and inclusion. The various initiatives described in this report allow VPD staff to learn cultural safety and humility through experiential programming and diverse community engagement activities.

To ensure positive engagement with communities, the VPD is committed to making all employees more culturally fluent. As such, DCIRS partners with VPD's Training Section and with organizations outside of the department to provide education and awareness workshops for frontline members. For example, workshops around Indigenous Peoples and the impact of colonization introduces VPD members to urban Indigenous communities who have over-represented levels of physical and sexual abuse, alcohol and drug addiction, victimization, and have a history of lacking trust in police.

The VPD provides a number of training initiatives to officers and civilians, including: VPD Aboriginal Cultural Competency Training; Circle of Understanding, Aboriginal First Nations Awareness Course; and Indigenous Awareness for Special Municipal Constables. To educate police regarding the 2SLGBTQ+ community and their experiences, and to address discrimination, the VPD offers training on gender frameworks and models contextualizing 2SLGBTQ+ history in Canada, and reflections on 2SLGBTQ+ lived experiences.

In addition, the VPD has implemented mandatory Fair and Impartial Policing training, a full day workshop delivered to all frontline VPD police officers. This important training illustrates how implicit biases may affect police perception and behaviour, and as a result negatively affect community members. Notably, the training provides specific focus to the effect of bias on Indigenous communities.

COMMUNITY CONNECTIONS THROUGH COMMUNICATION

INDIGENOUS RESOURCES FOR FRONTLINE OFFICERS

Effective community work requires face-to-face coordination with someone in a position of trust and respect. The Indigenous Liaison Officer fulfills that role and acts as 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. The Indigenous Liaison Officer also provides frontline officers with assistance, monitors Indigenous gang activity in Vancouver, and represents the VPD at many community functions and meetings.



WE CARE BLANKETS

According to the 2020 Metro Vancouver Homeless Count, 2095 Vancouver residents identified as homeless. Of these, 547 people were living on the street and 1548 people were living in sheltered locations. For those sleeping on the streets of Vancouver, comfort and warmth can be difficult to find. Consequently, one of the most requested and sought-after items at shelters are blankets. The VPD We Care Blankets program filled this need by supplying nearly 800 brand new blankets through 2020 and 2021. This initiative is VPF funded.

ICARE KITS

The iCare Kits initiative resulted in the creation of 60 personal care kits containing essentials such as water, food, sun screen, clothing and a blanket. Also included, a list of support services in Vancouver and a personalize VPD letter with a warm message extending help in a time of need. The kits were distributed as part of a jail assessment by experienced police and medical staff. This is a VPF funded initiative.

COMMUNITY CONNECTIONS THROUGH COMMUNICATION

PUBLIC AFFAIRS SECTION

An important aspect of public safety and policing is education and awareness. The VPD's [Public Affairs Section](#) helps Vancouverites have the information they need to help them stay safe. The Section connects with the public on behalf of the VPD through integrated marketing campaigns, news media tools, social media, and video.

Public Affairs works with news media to provide the public with useful safety information about large public events (e.g., Celebration of Light, Canada Day celebrations). The section also provides warnings about people or events that could threaten public or personal safety (e.g., high-risk offenders, sex assaults, homicides, etc.), and to issue appeals to witnesses, information and/or video.

Some of the topics addressed by Public Affairs are based on emerging crime trends or immediate public safety needs which was the case during the COVID-19 pandemic. Other topics are tied to national or international campaigns to raise awareness about issues related to public safety. Utilizing various media and social media, Public Affairs optimizes public safety information dissemination to the community. To ensure access to information, the Public Affairs hosts technical briefings for the media on regarding significant incidents, investigative updates and public safety issues of public interest. Subject matter experts,

COMMUNITY CONNECTIONS THROUGH COMMUNICATION

investigative commanders and community partners are present to answer questions or provide clarification.

In 2021, Public Affairs refreshed VPD.ca making it more interactive and easier to navigate, while providing informative and useful crime prevention and safety information. Site visitors also have the option to translate the content into more than 100 languages. Public Affairs also disseminates materials to celebrate, acknowledge and commemorate important days that are important to Vancouver's diverse community. As well, Public Affairs implements public safety campaigns and in 2020/21 delivered the following:

- **Senior Safety:** The VPD identifies new fraud strategies every single month to ensure seniors have the right information to protect themselves against fraud. Public Affairs compiled a booklet that describes eight different types of fraud and practical crime prevention tips. The booklets are also translated into Punjabi, Tagalog, and traditional and simplified Chinese. These activities connect into the existing Safety Awareness for Elders campaign to ensure continuity and recognition.
- **Human Trafficking:** Working with the VPD CEU and their community partners, and with funding from the VPF, the Trafficking Awareness through Technology campaign was directed toward young women aged 14-24 years. Vancouver high-school students provided input in focus groups regarding effective tactics for reaching this group. The campaign included a webpage with scenarios, preventative

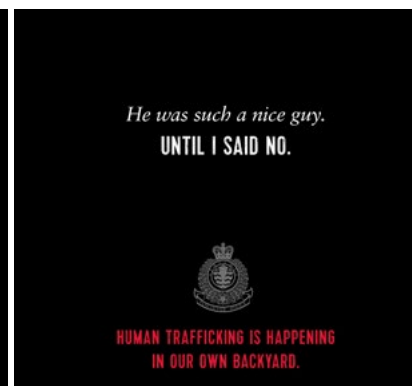
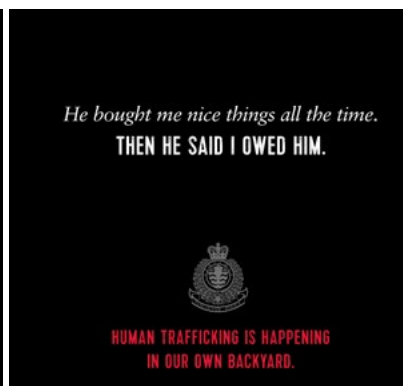
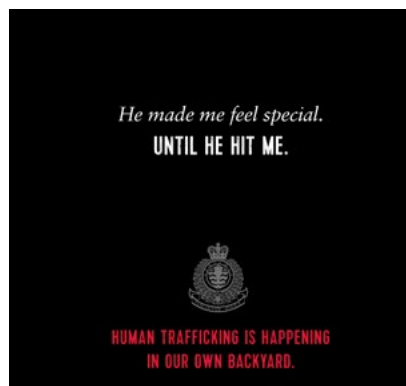
FAST FACTS

The VPD has:

- 183,800 [Twitter](#) followers
- 22,000 [Instagram](#) followers
- 37,199 [Facebook](#) followers
- 1,003 [TikTok](#) followers
- 3,420 [YouTube](#) followers

resources, and an online social campaign on Twitter, Facebook, Instagram, and Snapchat.

- **Online Crime Reporting Awareness:** Call loads at E-Comm 9-1-1 became heavier in 2020, resulting in many callers remaining on hold for long periods. To ease the service issues, VPD reviewed and increased the call types that could be better routed to the online reporting platform.
- **Online Hate Crime Reports:** As result of the hate crime surge during the COVID-19 pandemic, Public Affairs developed an [online hate crime reporting](#) platform that is translated into 12 languages. The goal was to encourage people to report hate incidents, and make it as accessible as possible for those with English as a second language.



COMING TOGETHER FOR CHANGE: VPD FUNDRAISING INITIATIVES



COMING TOGETHER FOR CHANGE: VPD FUNDRAISING INITIATIVES

For causes that are important to the community, the VPD regularly works to raise awareness and money, to make a difference. Outlined in the following sections are several examples of fundraising initiatives the VPD is involved in.

COPS FOR CANCER

Cops for Cancer is a fundraising event where law enforcement and emergency services personnel cycle across regions and engage communities along the route. This event helps the Canadian Cancer Society fund pediatric cancer research and to send children and their families to Camp Goodtimes, a medically supervised safe, fun, and recreational-based camp program.

In 2020 Cops for Cancer developed a modified tour in response to the COVID-19 pandemic, dividing the riders into several smaller escorted groups of ten riders or less. The ten VPD riders raised \$77,300. In 2021, 14 of the 38 riders were from the VPD. In 2021 Cops for Cancer raised over \$300,000 in total with \$50,000 coming from VPD riders. A full VPD contingent will be participating in 2022. This initiative is partially funded by the VPF.

KOPS FOR KIDS

Kops for Kids is a program that started over 35 years ago by members of the VPD Motorcycle Drill Team and raises funds to purchase Christmas gifts for many children in the city.

In 2020, through various fundraising initiatives, the Motorcycle Drill Team raised over \$10,000 almost exclusively from contributions by VPD police officers. The VPD Motorcycle Drill Team was able to purchase 250 gifts which were delivered to children by the Youth Services Section. In 2021, the Motorcycle Drill Team raised \$30,000 between VPD police officer donations and other corporate donors.

VANCOUVER POLICE COMMUNITY FUND

The Vancouver Police Community Fund (VPCF) is organized for the purpose of supporting people in particular need of assistance who reside in the community we police. There is specific focus on inner-city children and families, and those people who have physical and mental disabilities. This fund was created because VPD staff wanted to support initiatives within the communities they served. Funds are raised through monthly donations from VPD staff.

COMING TOGETHER FOR CHANGE: VPD FUNDRAISING INITIATIVES

As a registered charity, the VPCF supports other registered charities as well as its own charitable activities including sponsoring families at Christmas. Funds donated in 2020 and 2021 were \$21,252.52 and \$21,665.56, respectively. 2020-2021 contributions to local charities include:

- Broadway Youth Resource Centre
- B.C. Children's Hospital Foundation
- Backpack Buddies
- CKNW Kids Fund
- Cystic Fibrosis Canada
- Indian Residential School Survivor Society
- KidSafe Project Society
- Variety Club

VARIETY SHOW OF HEARTS TELETHON

The VPD participates annually in the Variety Show of Hearts Telethon which disburses over 1,300 grants for children:

- with medical emergencies,
- needing therapies, specialized equipment or drug prescriptions; and
- and out-of-town accommodation and travel costs.

Variety, the Children's Charity, also provides grants to children's organizations for construction, renovations, equipment, and program costs. The VPD's participation in the event was placed on hold during the COVID-19 pandemic and will resume at the next telethon.

SUPPORTING SPECIAL OLYMPICS: BC LAW ENFORCEMENT TORCH RUN

The Law Enforcement Torch Run for Special Olympics British Columbia (SOBC) is an innovative initiative powered by dedicated law enforcement personnel around the province who want to help SOBC athletes experience acceptance, achievement, and personal



value through sport. Members of the VPD run shoulder to shoulder with SOBC athletes and other law enforcement agencies, on the four-day multi-city run which travels through 15 cities in 13 legs. VPD members also attend athletic competitions to cheer athletes on and award medals and community events such as the Torch Run to raise awareness and support for this important cause. Members of the VPD also represent the department and support athletes at various SOBC competitions internationally. The VPD is a participant and the top law enforcement team fundraiser for the Polar Plunge for SOBC held annually in March. In 2021, the event raised more than \$200,000, including over \$42,000 raised by Team VPD.

PAN PACIFIC CHRISTMAS WISH BREAKFAST

In support of the Lower Mainland Christmas Bureau, each year the VPD donates thousands of toys at the Pan Pacific Christmas Wish Breakfast. Mountains of toys, clothing, and money are collected to be distributed to families in need throughout the Lower Mainland. A morning filled with festive cheer; this event is held at the Pan Pacific Hotel in Vancouver annually. VPD participation is of all ranks and with sworn and civilian professionals. In 2020 and 2021 this in-person event was suspended; the VPD will continue its participation once the event resumes.

COMING TOGETHER FOR CHANGE: VPD FUNDRAISING INITIATIVES



COVENANT HOUSE: SLEEP OUT VANCOUVER

On any given night there are between 500 and 1,000 young people living on the streets in Vancouver. The majority of street youth have experienced physical, sexual and or emotional abuse, often at the hands of the adults responsible for taking care of them. Covenant House is a not-for-profit organization that runs programs for youth between the ages of 16-24 who have fled abuse, have been forced from their homes, and those that have aged out of foster care. Raising funds and awareness for homeless youth, members of the VPD regularly participate in the Covenant House Sleep Out event by sleeping outside overnight. In 2020, individuals participated in their own outdoor spaces and raised over one million dollars. November 2021 was the 10th anniversary of Sleep Out Vancouver. The VPD participated in 2021 donating \$1,500 from the VPD Community Fund.

VPD POLICE DOG CALENDAR

The annual VPD Police Dog Calendar was started in 2009 by retired VPD Sergeant Mike Anfield in honor of his wife, VPD Constable Candy Anfield who lost her battle with breast cancer. The calendar, featuring pictures of VPD police dogs and their handlers, is a fundraising initiative with proceeds going to the BC Cancer foundation and the BC Children's Hospital foundation. The calendar is funded and produced by the Candy Anfield Memorial Foundation. In 2021, the calendars raised \$44,000. Since 2010, sales of the calendar have raised over \$500,000 for charity.

LARRY YOUNG RUN

On May 29th, 2022 VPD staff along with their family, friends and members of the community gathered at HMCS Discovery for the 35th annual Larry Young Memorial Run. Sergeant Larry Young was a founding member of the Vancouver Police Emergency Response Team who died in the performance of his duties on February 2, 1987. Larry was an inspiration to younger members of the team and continues to be in spirit. He reveled in the challenge and camaradie of sport and therefore his death is commemorated at the Larry Young Memorial Run. An estimated 200 people participated in the 2022 run and enjoyed a wonderful morning in Stanley Park, supported by the VPD Emergency Response Team, Marine Unit, Mounted Unit, Canine Unit, Bike Unit and the Departmental piper.

The run is held each year to honour Sergeant Young, and to raise money for the Larry Young Scholarship Fund. Before the onset of the pandemic, ten \$750.00 scholarships were offered annually to the children of Vancouver Police Members through the VPD Scholarship Committee. In addition, two \$750.00 scholarships were awarded to David Thompson Secondary Students, as Sergeant Young was a School Liaison Officer there. The run had to be cancelled during the COVID-19 pandemic but both these scholarships continued to keep the spirit of the run alive.

This run receives enormous community support. Local businesses provide generous financial and prize donations; including IGA, Livenation, DS Tactical, Amacon, Italian Sporting Goods, Dalina, Westin Bayshore, and the Pinnacle Hotel, only to name a few. The VPD Cadets are also heavily involved as both volunteers and participants.

THE VANCOUVER POLICE FOUNDATION

JEANS UP

Entering its 30th year, Jeans Up is a fundraiser to ensure children in B.C. receive the best health care possible through the BC Children's Hospital. The VPD participate in Jeans Up by wearing jeans and buttons to work. Funds raised help push forward innovative research, purchase advanced equipment, and create spaces and practices that prioritize the unique needs of children and their families. Since it began in 1990, Jeans Up has raised more than \$21 million to transform health care for children in B.C.

The VPD officially recognized Jeans Up on May 28th, 2020, raising \$4,700 between fundraising events and Vancouver Police Community Fund contributions. In 2021, there were two VPD Jeans Up days (May 12th and May 19th) which, combined with other fundraising events raised over \$6,100 for the B.C. Children's Hospital Foundation. The VPD came in 4th place in fundraising among corporate team sponsors for Jeans Up day.

PINK SHIRT DAY

Children and youth face a range of complex social factors that shape their opportunities and outcomes – unfortunately, bullying is one of these factors that impacts individuals negatively. Each year, Pink Shirt Day aims to raise funds to support programs that foster children's healthy self-esteem and bring awareness to bullying. VPD staff wear pink and a donation is made in the name of the best pink outfit to the CKNW Orphan's Fund by the VPD Community Fund. Pink Shirt Day ties into VPD's ongoing respectful workplace and mental health initiatives. Supporting this important cause, the VPD spreads awareness and kindness to create safe environments for all.

SENIORS HAMPERS

VPD civilian professionals in the Financial Services Section distributed care hampers to the seniors with low or no income. With additional support from community partners, 106 hampers were distributed in 2021 (50 in the summer and 56 in the winter) to qualifying residents of Orange Hall, Solheim Place, and 122 Walter Hardwick. Basic necessities

were included in the hampers such as toiletries (shampoo, conditioner, toilet paper, toothbrush and toothpaste), home essentials (detergent, dish washing and soap) and food (cooking oil, tea, coffee, and snack foods). For the winter hamper, warm clothing (toques, neck warmers and socks) was also included. With continued support from the VPF, VPD Financial Services will continue this project and engage more community partners to extend resources and provide additional hampers.

VANCOUVER POLICE FOUNDATION

THE VANCOUVER POLICE FOUNDATION

In 1976, a group of Vancouver citizens and business leaders recognized the need for new and creative ideas in policing – initiatives that were not within the VPD's regular operating budget. They established the VPF as a registered charity that to this day works in partnership with the VPD to fund programs that reduce crime, increase safety, and put a human face on policing.

Through the vision of the VPF founders, and the generous funding from supporters, the VPF has, to date, granted over \$10 million towards groundbreaking outreach programs and innovative policing equipment. The VPF partners with individuals, companies, and foundations to fund programs for:

- youth;
- mental health and addictions;
- community outreach and engagement; and
- innovative technology and equipment.

FAST FACTS

The VPF has:

- 2,542 [Twitter](#) followers
- 4,370 [Instagram](#) followers
- 6,073 [Facebook](#) followers

THE VANCOUVER POLICE BOARD



THE VANCOUVER POLICE BOARD

As the VPD's governing body, the Vancouver Police Board (the Board) provides strategic oversight and direction to foster police services which reflect the needs, values, and diversity of Vancouver's many communities. The Board is made up of eight volunteer citizens, all either living or working in Vancouver, with the Mayor as the Chair of the Board.

One of the Board's most important priorities is to ensure a transparent and accessible link between the community and the VPD. The Board encourages opportunities for the community to engage both with the Board and with the Department, in order to consider the input of our community partners and rights holders, while promoting community connection, public trust, and confidence in the VPD.

The Board stresses the need for the VPD to create opportunities for citizens to have access to the Department and have input into police issues. As part of its oversight role, the Board monitors the VPD's community outreach strategies and initiatives by asking the VPD to report annually on the ways in which it facilitates community engagement. This is provided to the Board through VPD's Annual Business Plan, as well as the Community Matters Report.

The Board itself regularly hears from a variety of community members either through delegations, service or policy complaints, and presentations. Members of the public speak to the Board about community programs, challenges and unique neighbourhood policing issues. Unfortunately, due to COVID-19, and surrounding restrictions, in person attendance at Board meetings has been limited, however, the Board received a variety of presentations in 2021, on programs and in initiatives such as Out on Patrol which is a non-profit peer support organization for 2SLGBTQ+ members of law enforcement, as well as Family Services of Greater Vancouver, and Her Time, a program aimed at keeping at risk girls out of gangs.

In April of 2021, the Board hosted a roundtable to discuss the drastic increase in anti-Asian hate crimes. Attendees included various community representatives, VPD representatives, the Parliamentary Secretary for anti-racism initiatives, and Vancouver Police Board Directors and Chair. In addition to hearing about lived experiences directly from the community, and a presentation by the VPD on anti-Asian hate crimes, the purpose of this meeting was to come up with action items and recommendations that the various levels of government could take to address this alarming issue.

THE VPD EXECUTIVE

One of the core governance functions of a police board is to set the direction for the department, incorporating community views into all deliberations. The Board worked closely with the VPD in 2021, to develop the 2022-2026 Strategic Plan, based on extensive internal and community input and consultations.

Another way in which the Board endeavours to engage with the community is by periodically holding public meetings in a community location and focusing on topics of interest or concern to that community. In the past few years, the Board has held meetings at the Khalsa Diwan Society, Sikh temple, the Al-Masjid Al-Jamia Mosque, the Musqueam Cultural Pavilion, ISSofBC, and S.U.C.C.E.S.S.. Board meetings are open to the public and are also webcast live on the [Board's website](#) and on the VPB [Twitter account](#).

The Board welcomes all community input and encourages feedback and comments as they relate to police oversight to be sent to office@vancouverpoliceboard.ca.

THE VPD EXECUTIVE

Vancouver is a community that celebrates and benefits from the tremendous diversity of its residents and visitors. People of all backgrounds, ethnicities, cultures, colour, religions, gender, and sexual orientation comprise the community.

The VPD recognizes that our staff must reflect the community we serve and that includes the management and leadership levels of the Department. The VPD Executive is comprised of 14 accomplished police officers (8 men and 6 women) and civilian professionals who represent the diverse and inclusive community we are proud to serve (see Appendix A).



OUR COMMITMENT: SERVING THE COMMUNITY

The VPD will continue its commitment to building and sustaining relationships with local communities and cultures. Members of the VPD will continue to regularly meet with community representatives to develop programming to enhance community safety, and to participate in community forums, workshops, and events. The VPD acknowledges that enforcement alone is not sufficient to make neighbourhoods safer – collaboration will always form a significant and critical component in the delivery of policing services by the VPD.

The VPD will continue to build relationships with Vancouver's diverse communities. These communities include Indigenous, 2SLGBTQ+, newcomers, various neighbourhood groups, and specific vulnerable populations (such as the elderly and youth), amongst others. Through programs such as SisterWatch and Safe Place, the VPD has experienced first-hand success in forging strong, trusting relationships. Similarly, role-modelling programs such as the PAL, Student Challenge, and the Cadet Program have resulted in positive relationships with youth throughout the city.

The VPD is committed to transparency in its actions and remaining accountable in its service to the public. The VPD acknowledges that its success is inherently reliant upon maintaining and strengthening existing relationships with the communities it serves; community matters to the VPD.

GLOSSARY

2SLGBTQ+	TWO-SPIRIT, LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER, PLUS
ACCESS	ABORIGINAL COMMUNITY CAREER EMPLOYMENT SERVICES SOCIETY
ACT	ASSERTIVE COMMUNITY TREATMENT
ARC	ACCESS, RECREATION, AND CULTURE
AOT	ASSERTIVE OUTREACH TEAMS
B.C.	BRITISH COLUMBIA
BCLEDN	BC LAW ENFORCEMENT DIVERSITY NETWORK
BCWLE	B.C. WOMEN IN LAW ENFORCEMENT
BIA	BUSINESS IMPROVEMENT ASSOCIATIONS
BWITO	BLOCK WATCH INVESTIGATIONS AND TRAINING OFFICER
CAT	COMMUNITY ACTION TEAMS
CCW	CITIZENS' CRIME WATCH
CEU	COUNTER EXPLOITATION UNIT
CFO	CIVIL FORFEITURE OFFICE
CIU	CRIMINAL INTELLIGENCE UNIT
CMHA	CANADIAN MENTAL HEALTH ASSOCIATION
CPA	CITIZENS' POLICE ACADEMY
CPCS	COMMUNITY POLICING CENTRES
CPSU	COMMUNITY POLICING SERVICES UNIT
CSP	COMMUNITY SAFETY PERSONNEL
CYAC	CHILD AND YOUTH ADVOCACY CENTRE
DCIRS	DIVERSITY, COMMUNITY, AND INDIGENOUS RELATIONS UNIT
DOAP	DRUG OVERDOSE AND ALERT PARTNERSHIP
DLO	DIVERSITY LIAISON OFFICER
DTEs	DOWNTOWN EASTSIDE
DVACH	DOMESTIC VIOLENCE AND CRIMINAL HARASSMENT SECTION
EWS	EARLY WARNING SYSTEM
FSGV	FAMILY SERVICES OF GREATER VANCOUVER
GCU	GANG CRIME UNIT
GSN	GLOBAL SHIELD NETWORK
ICBC	INSURANCE CORPORATION OF B.C.
ICP	INDIGENOUS CADET PROGRAM
IMS	INFORMATION MANAGEMENT SECTION
ISSOFBC	IMMIGRANT SERVICES SOCIETY OF B.C.
IWC	INCLUSIVE WORKPLACE COMMITTEE
MCFD	MINISTRY OF CHILDREN AND FAMILY DEVELOPMENT
MESH	MAKING EVERYONE SAFE AND HEALTHY
MPU	MISSING PERSONS UNIT
MSDPR	MINISTRY OF SOCIAL DEVELOPMENT AND POVERTY REDUCTION

GLOSSARY

MVTP	METRO VANCOUVER TRANSIT POLICE
NPO	NEIGHBOURHOOD POLICE OFFICER
NYPD	NEW YORK POLICE DEPARTMENT
OOT	OVERDOSE OUTREACH TEAM
OCS	ORGANIZED CRIME SECTION
PACE	PROSTITUTION ALTERNATIVES COUNSELLING AND EDUCATION SOCIETY
PAL	POLICE ATHLETIC LEAGUE
PHO	PUBLIC HEALTH OFFICER
PWG	PANDEMIC WORKING GROUP
REMAKE	RESTORATION THROUGH THE MOBILE ARTS FOR KIDS EXCHANGE
S.A.F.E	SAFETY AWARENESS FOR ELDERS
SCU	SEX CRIMES UNIT
SILO	SEX INDUSTRY LIASION OFFICER
SLO	SCHOOL LIAISON OFFICER
SMC	SPECIAL MUNICIPAL CONSTABLE
SWEG	SEX WORK ENFORCEMENT GUIDELINES
TROO	TOTAL RESPECT FOR OURSELVES AND OTHERS
UBC	UNIVERSITY OF BRITISH COLUMBIA
UNYA	URBAN NATIVE YOUTH ASSOCIATION
VACFSS	VANCOUVER ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY
VACPC	VANCOUVER ABORIGINAL COMMUNITY POLICING CENTRE
VCH	VANCOUVER COASTAL HEALTH
VPCF	VANCOUVER POLICE COMMUNITY FUND
VPB	VANCOUVER POLICE BOARD
VPD	VANCOUVER POLICE DEPARTMENT
VPF	VANCOUVER POLICE FOUNDATION
VPPB	VANCOUVER POLICE PIPE BAND
VSU	VANCOUVER SCHOOL BOARD
VSV	VICTIM SERVICES UNIT
WAWAW	WOMEN AGAINST VIOLENCE AGAINST WOMEN
WISH	WOMEN'S INFORMATION AND SAFE HAVEN
WPST	WOMEN'S PERSONAL SAFETY TEAM
YSS	YOUTH SERVICES SECTION
YSU	YOUTH SERVICES UNIT

APPENDIX A



CHIEF CONSTABLE ADAM PALMER



DEPUTY CHIEF HOWARD CHOW
OPERATIONS DIVISION



DEPUTY CHIEF STEVE RAI
SUPPORT SERVICES DIVISION



DEPUTY CHIEF FIONA WILSON
INVESTIGATION DIVISION



SUPERINTENDENT LISA BYRNE
INVESTIGATIVE SERVICES



SUPERINTENDENT ANDREW CHAN
OPERATIONS SUPPORT COMMAND



SUPERINTENDENT DON CHAPMAN
DISCIPLINE AUTHORITY SERVICES



SENIOR DIRECTOR NANCY ENG
FINANCIAL SERVICES



SUPERINTENDENT SHELLEY HORNE
PERSONNEL SERVICES



SUPERINTENDENT ALISON LAURIN
CFSEU-BC



SENIOR DIRECTOR JASON RUDE
INFORMATION SERVICES



SUPERINTENDENT HOWARD TRAN
INVESTIGATIVE SUPPORT SERVICES



SUPERINTENDENT TANYA WHYSKER
OPERATIONS COMMAND



SUPERINTENDENT TYRONE SIDEROFF
INFORMATION SERVICES



VANCOUVER POLICE DEPARTMENT
COMMUNITY MATTERS | COMMUNITY RELATIONS REPORT