



2020

ANNUAL REPORT



The Vancouver Police Board proudly serves its community and acknowledges the City of Vancouver is located on the traditional, ancestral, and unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Səl̓ílwətaʔ (Tseil-Waututh) First Nations.



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2020, A YEAR IN REVIEW

2020 was a year of unforeseen challenges, and hope for positive change on a global scale. The shocking death of George Floyd in Minneapolis at the hands of law enforcement brought police and police oversight into the spotlight, along with international calls for accountability, training, reallocation of policing resources, and changes to the overall justice system.

The COVID-19 pandemic triggered unprecedented change to the way we live, work, and communicate. Organizations and individuals alike had to adapt to difficulties beyond anything experienced in recent years. The Covid-19 related uncertainty has caused financial stress and driven a change in crime trends, and severely impacted the wellbeing of many citizens. Meanwhile, frontline workers from all sectors continue to risk their own health, working tirelessly throughout the pandemic to protect the safety, livability and vibrancy of our community.

2020 was a busy year for the Vancouver Police Board (Board). In January, the Board approved the Vancouver Police Department's (VPD) policy on street checks, in compliance with the new provincial standards that came into effect on January 15, 2020. This came at the heels of the Board's independent external review of the VPD's own street check policies and practices, which was in response to a service or policy complaint about the overrepresentation of black and Indigenous people in street check data. This review included consultations with representatives from 36 Vancouver community organizations, advocates and activists working with communities of diversity, and those who access these services. The Board committed to an annual review of the VPD's use of street checks, and will continue to oversee this audit, publicly releasing the results in February of each year. Although the complaint was concluded, the Board acknowledges that there are members of the public who continue to have significant concerns with respect to the practice of street checks and its impact on marginalized communities. The Board remains dedicated to stringently auditing each street check to ensure it meets a public safety purpose, and is open to hearing from affected communities to ensure that policing remains responsive to their needs.

Part of the role of the Board is advocating for changes to improve the Board and VPD's ability to enhance public safety, and positively impact police governance and oversight. In April, the Board approved a recommendation to Vancouver City Council to create a Municipal Bylaw mandating that all residents and businesses of Vancouver post a rear address at the back of their properties. This is to mitigate delays in first responder response times, thereby improving the safety of residents. This project is unfortunately currently delayed due to the pandemic.

In June of 2020, the Province announced its review on reforming the Police Act. The Board publicly reaffirmed its support for this review, acknowledging that systemic racism exists in all police agencies. As an oversight body the Board is responsible for ensuring its own policies do not support systemic racism or discrimination. The Board hears the voices and concerns of our communities and recognizes the horrific discrimination that too many have faced for too long. In addition to calling for the provincial review to include consideration of bias-free and anti-racism training; police training and use of force; all governance and oversight bodies; cultural competency training; sex worker enforcement guidelines; street checks; and, community engagement, the Board itself committed to undertaking six actions. These include directing the VPD to establish a Black and African Diaspora Advisory Committee in addition to the VPD's existing Indigenous Advisory Committee, along with the development of historical awareness and cultural sensitivity training for current and future officers regarding the experiences of all minorities in Vancouver and Canada. The Board also committed to bias-free and cultural sensitivity training for Board members, which is set to take place in 2021.

The VPD is widely recognized as one of the leading community engaged and diverse police departments in North America. For many years the Board has worked with the VPD to deliver innovative programs to increase awareness of Vancouver's diverse population and eliminate discrimination. The Board understands that there is much work to be done to bridge the gap and strengthen trust between communities of diversity and police. Anti-racism and cultural sensitivity training for sworn and civilian staff is consistently being reviewed and improved, and continuously evolves based on the community's needs.

In July, the Board endorsed an announcement made by the Canadian Association of Chiefs of Police, calling for the decriminalization of the personal possession of illicit drugs. The Board unanimously agrees that substance use and addiction should not be a criminal matter, and the only way to ensure improved outcomes for those living with addiction is through an integrated and health-focused approach.

In response to the calls to defund police, Vancouver City Council passed a motion requesting the Board to 'Decriminalize Poverty and Support Community-Led Safety Initiatives'. The VPD subsequently produced the report 'A Community in Need', detailing the VPD's community-focused safety strategies while acknowledging that social issues, including mental health, homelessness, substance use, and sex work intersect with public safety issues. This report outlines the VPD's efforts to ensure that inappropriate, ineffective, and unnecessary criminalization does not occur, and that the focus rather be on community-based, harm reduction strategies in collaboration with community service providers.

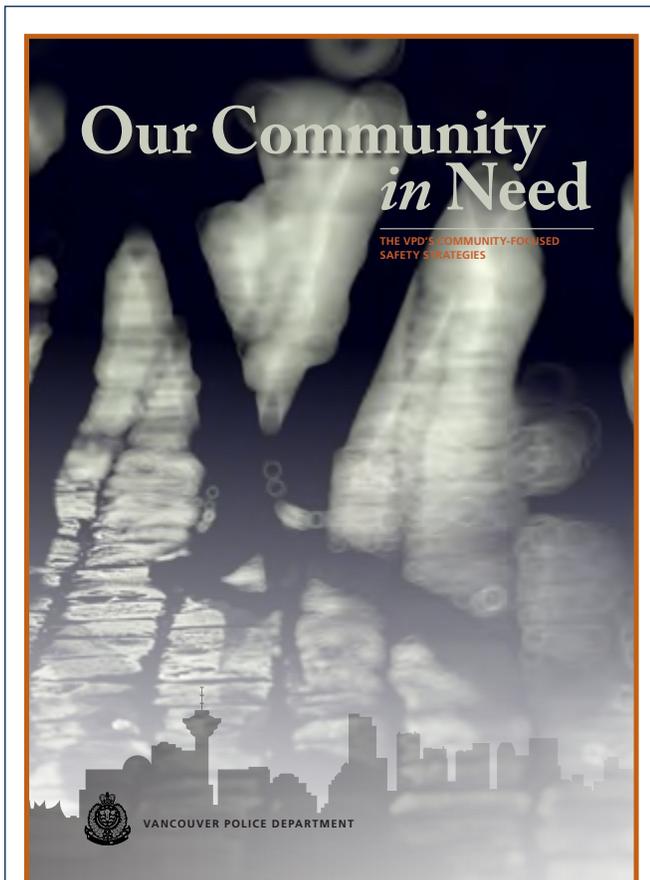
2020, A YEAR IN REVIEW

In 2020, Anti-Asian hate crimes increased by 717% in the City of Vancouver. In response to this, the Vancouver Police Board will be hosting a roundtable in 2021, where panelists and a discussion group of community representatives are set to present their perspectives, and possible solutions to address this alarming issue. This roundtable will be an opportunity for public education, and dialogue with community leaders and citizens about barriers that contribute to under-reporting, how the public can assist in terms of observing and reporting hate crimes, and recommendations moving forward.

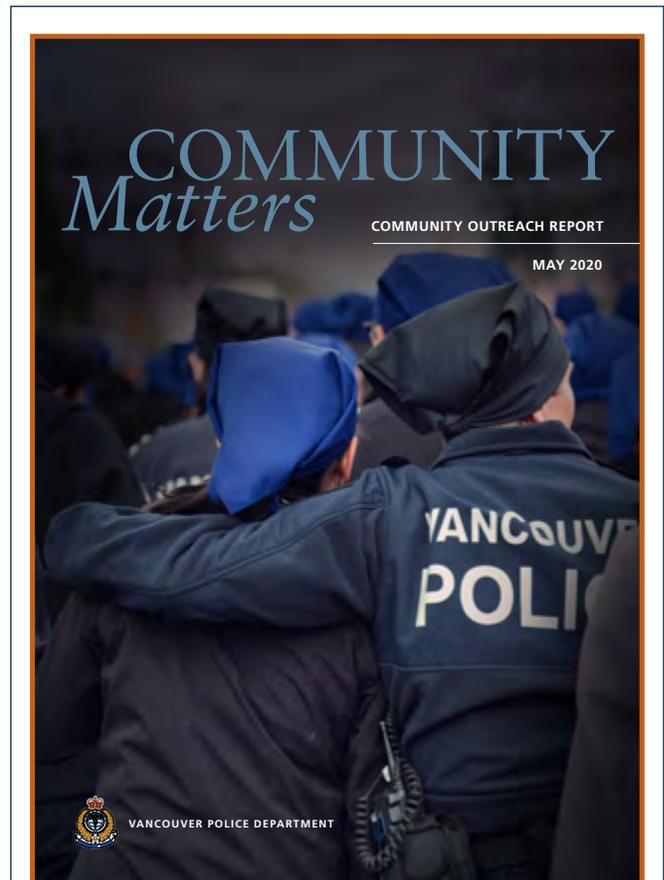
Other significant items the Board reviewed and addressed in 2020 included the recommendations from the provincial audit of the VPD's jail, an examination of the VPD's workplace relationships policy, governance training, the budget process,

external and internal impacts of the pandemic, collective bargaining, funding for our Community Policing Centres, and the continuing challenge of mental health issues in the community and its impact on policing.

The Board welcomes new approaches and ways to improve policing, and public trust in policing. One of the Board's most important priorities is to ensure an open and transparent link between the community and the Vancouver Police Department. Although the COVID-19 pandemic has dramatically restructured the concept of community engagement and how we connect, the Board remains open to input from all the people of Vancouver, on how it can continue to fulfill its role of meeting the needs of the community.



VPD's Community-Focused Safety Strategies Report: A response to Vancouver City Council's 2020 Motion to 'Decriminalize Poverty and Support Community-led Safety Initiatives'.



An overview of the VPD's extensive advocacy, outreach, and community engagement initiatives.

VANCOUVER POLICE BOARD



MAYOR KENNEDY STEWART
BOARD CHAIR



BARJ DAHAN
VICE-CHAIR



DR. SHERRIL MAGEE
VICE-CHAIR (TO APRIL 2020)



PATRICIA BARNES
MEMBER



ALLAN BLACK
MEMBER (FROM JANUARY 2020)



FRANK CHONG
MEMBER (FROM JUNE 2020)



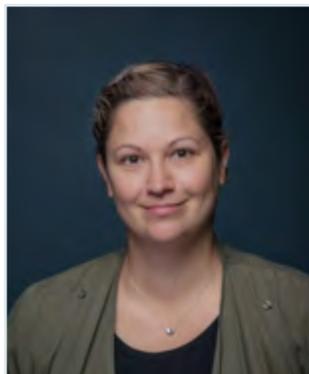
WENDY JOHN
MEMBER



CLAIRE MARSHALL
MEMBER (TO APRIL 2020)



MERRILEE ROBSON
MEMBER (FROM JUNE 2020)



RACHEL ROY
MEMBER (FROM MARCH 2020)



FAYE WIGHTMAN
MEMBER (FROM AUGUST 2020)



DR. PETER WONG
MEMBER (TO APRIL 2020)

VANCOUVER POLICE BOARD

VANCOUVER POLICE BOARD

The Vancouver Police Board is the VPD's governing body. Pursuant to the *Police Act*, all VPD sworn and civilian staff are employed by the Board. In addition to preparing, approving and submitting the annual budget request to the City of Vancouver, the Board provides high-level strategic oversight and direction and fosters police services which reflect the needs, values, and diversity of Vancouver's many communities. The Board hires the Chief Constable, who is responsible for all day-to-day operations.

Mission: To provide independent civilian oversight, governance, and strategic leadership to the Vancouver Police Department, reflecting the needs, values, and diversity of Vancouver's communities.

Vision: To be a leader in police governance, through excellence in civilian oversight. The Board has adopted guiding principles and values of independence, integrity, objectivity, accountability, diversity, fiscal responsibility, and innovation.

BOARD ROLES AND RESPONSIBILITIES

The Vancouver Police Board (Board) provides civilian governance and oversight of policing by performing four main functions:

- It sets policy and direction for the VPD, including approving strategic priorities;
- It provides oversight of the VPD finances;
- It employs the VPD sworn and civilian staff;
- It is the authority for complaints about the VPD's services and policies through the Board's Service or Policy Complaints Review Committee.

BOARD MEMBERSHIP IN 2020

The Board comprises of eight volunteer citizens and the Mayor of Vancouver who is the Chair. Board members represent a mix of gender, ethnicity, experience and skills. Seven Board members are appointed provincially and one is appointed by the City of Vancouver. Board Members may serve on the Board for a maximum of six consecutive years.

In 2020, five new members were appointed to step into the important role of civilian oversight of the Vancouver Police Department (VPD) on behalf of the community.

CHAIR

- Mayor Kennedy Stewart, Chair

MEMBERS

- Barj Dhahan, Vice-Chair
- Dr. Sherri Magee, Vice-Chair (to April 2020)
- Patricia Barnes
- Allan Black (from January 2020)
- Frank Chong (from June 2020)
- Wendy John (City of Vancouver appointee)
- Claire Marshall (to April 2020)
- Merrilee Robson (from June 2020)
- Rachel Roy (from March 2020)
- Faye Wightman (from August 2020)
- Dr. Peter Wong (to April 2020)

STAFF

- Executive Director: Stephanie Johanssen
- Executive Assistant: Ali Huculak

BOARD MEETINGS

In 2020, the Vancouver Police Board held seven regular, public meetings. Board meetings typically last 4-5 hours and require several hours of advance reading and preparation. Agendas, reports and minutes of public meetings are posted on the Board's website.

Under the *Police Act* the Board must meet in public, except where certain exceptions apply, such as the protection of public safety and personal information. Agendas, reports and minutes of all public meetings are posted on the Board's website. Agendas of private 'in-camera' meetings are posted, along with the reason for each item being discussed in private.

STRATEGIC PLANNING

Under the *Police Act* the Board is responsible for determining the priorities, goals and objectives of the police department, in consultation with the Police Chief. In 2016 the Board approved a Strategic Plan to establish goals and direction for the VPD over five years. Progress on the Strategic Plan is measured by the Board twice a year, when it reviews the VPD Business Plan.

THE VPD'S STRATEGIC PLAN

The VPD's 2017-2021 Strategic Plan identifies four strategic priorities and eight strategic goals:

Support our People

- Foster a culture of employee engagement and effective communication
- Promote a healthy work environment

Fight Crime

- Fight violent crime and its causes
- Combat property crime and its drivers

Enhance Public Safety

- Address community concerns that affect public safety
- Improve road safety for everyone

Engage our Community

- Foster relationships, understanding, and trust with our diverse community
- Strengthen mental health programs and processes

THE BOARD'S STRATEGIC PLAN

In 2016 the Board also established its own five year plan. The Board's "2017-2021 Focus and Priorities" identifies five areas of focus and priority: Mental Illness and/or addiction, Diversity, Community Engagement, a Healthy Organization, and Physical Facilities. In 2021 the Board will develop a renewed five year plan for 2022-2026.

Each year the Vancouver Police Board holds a day-long, planning workshop. This meeting is not open to the public. Led by the Chair of the Governance Committee the workshop provides Vancouver Police Board members and the Police Chief and Deputy Chiefs the opportunity to discuss issues and ideas in a setting that allows for more in-depth dialogue than is possible in the regular meetings.

Topics discussed at the 2020 workshop included:

- The role and independence of the Board;
- Board 2017-2021 Focus and Priorities
- Local, Provincial, and National issues in policing;
- Major upcoming policies;

- Reviews, projects and advocacy;
- Stakeholder relations;
- The service or policy process;
- Community engagement; and,
- Risk management.

MONITORING TRENDS AND MEASURING PERFORMANCE

The primary role of the Police Board is oversight, in order to ensure the effective functioning of the Department. There are a number of ways in which the Board monitors trends and measures the performance of the VPD.

OVERSIGHT THROUGH ROUTINE REPORTS

PUBLIC SAFETY INDICATORS REPORT

To monitor the VPD's overall organizational performance, the Board receives quarterly reports on the following indicators: Property Crime; Violent Crime; Clearance Rates; Response Times; Traffic Injuries and Deaths; Annual Citizen Satisfaction Levels and Budget Variance. These key performance indicators are examined to ensure that organizational performance is trending in the right direction.

COMPSTAT REPORT

The Board also utilizes CompStat reports to monitor departmental performance. CompStat is a tool which collects, analyzes, and maps crime data so that Police managers can see, and be accountable for, crime in their areas. The Compstat Report provides the Board with a macro level view of crime trends across the City.

BUSINESS PLAN REPORT

The development of the VPD's 2017-2021 Strategic Plan involves extensive consultation with the Board, all VPD staff, citizens and stakeholders. The Plan reflects the broad strategies going forward and guides all VPD initiatives. The annual Business Plan uses the overarching framework of the Strategic Plan to establish specific operational initiatives to achieve the broad strategies. The Board reviews the Business Plan twice annually to confirm progress.

COMMUNITY ENGAGEMENT REPORT

The 2020 community engagement report to the Board, titled '*Our Community Matters*', outlines the VPD's various programs and outreach efforts for the following areas:

Newcomers to Canada, the 2SLGBTQ+ community, youth, the Indigenous community, women and girls, bicycle theft, collaborative efforts, the business community, community liaison positions, recruiting, mental health, gang and drug prevention, fundraising initiatives, along with an overview of the VPD's Diversity, Inclusion and Indigenous Relations Section. As a result of the COVID-19 pandemic, both the VPD and the Boards have had to reexamine the ways of connecting with the community to ensure continued outreach.

CONDUCT COMPLAINTS

In British Columbia there is a high degree of independent oversight in the handling of conduct complaints against municipal police officers, through the Office of the Police Complaint Commissioner (OPCC). The OPCC is an independent office of the legislature and provides contemporaneous oversight of all investigations of conduct complaints.

The Vancouver Police Board monitors statistical trends associated with conduct complaints, as this experience can suggest underlying issues associated with public trust and reputation, employee training, organizational culture, and leadership. At each meeting the Board reviews reports on current conduct complaint investigations and dispositions. On a quarterly basis the Board receives a comprehensive report on experience and dispositions for that quarter.

OVERSIGHT THROUGH NON-ROUTINE REPORTS, UPDATES AND REVIEWS

In addition to routine monthly, quarterly and annual reports, the Board also requests non-routine reports and both verbal and written updates from the Department in order to provide ongoing oversight of key issues and concerns.

In 2020 the Board requested the VPD to submit reports on: status on the recommendations from the external review of street check data, the Human Rights complaints process, the promotional process, status on the recommendations from the Provincial audit of the VPD jail, and Vancouver City Council's motion to decriminalize poverty. The Board also requests reports from the VPD in response to Service or Policy complaints and recommendations made by the OPCC. In 2020, reports were requested from the Board in response to 18 service or policy complaints, and five OPCC recommendations. An overview of these can be found on page 12.

LINK INITIATIVE

The Vancouver Police Board has a long history of 'shining the light' on the impacts of mental illness and addiction on policing. In 2020 the Vancouver Police Board continued to collaborate with the Vancouver Coastal Health Board and the Providence Health Care Board to find ways to improve the safety, care, and quality of life for those living with mental illness and addictions (LINK initiative). The Board recognizes that partnerships across police departments, RCMP detachments, Police Boards, and Health Authorities can improve the quantity, quality and accessibility of treatment services for this vulnerable population. Major issues that were discussed in 2020 included the Opioid Crisis, impacts of COVID-19, encampments and housing challenges, and collaboration and information sharing between health authorities and police.

DIVERSITY AND RECRUITING

Another Board priority is to build a diverse police service which reflects Vancouver's communities, both in terms of gender and ethnicity. The VPD continues to work hard to break down the long held belief that policing is a male profession; currently 26.3% of VPD officers are female, and over 50% of civilian employees are female. Over 30% of VPD employees are visible minorities and there are 49 different languages spoken by police officers at the VPD. Some groups, such as the LGBTQ2S+ community, do not directly fit into the categories displayed in the available statistics. However, the LGBTQ2S+ community is represented in almost every rank throughout the organization. A main focus of the Board has also been ensuring diversity in the senior ranks. In 2020, 67% of officers in the Superintendent rank were female, and two of the three Deputy Chief Constables were ethnic minorities.

Ensuring a diverse and inclusive department begins with recruiting. The Board encourages recruiting efforts which are accessible to everyone, and not just limited to the Lower Mainland. 2020 was an extremely challenging year for outreach efforts in the Recruiting Unit because of the COVID-19 pandemic and the subsequent restrictions on group events, travel and presentations. The Recruiting Unit adapted by looking to other platforms for recruiting initiatives. Social media and virtual meetings through Zoom became a viable means to reach a broad audience. The Recruiting Unit has realized the benefit and reach of these platforms and will continue with these efforts when restrictions are lifted and our more traditional outreach opportunities return.

ETHICAL DECISION-MAKING

The Vancouver Police Board is committed to ethical decision-making. It retains the services of former British Columbia Supreme Court Justice, the Honourable Kirsti Gill, as its Ethics Advisor. Madame Justice Gill provides advice to Board members, the Police Chief, and the Chief's executive team about potential ethical issues or conflicts of interest. The Ethics Advisor swears-in new Board members and meets with new Board members as part of their orientation to the Board. In 2020 Madame Justice Gill swore in five new Board members: Allan Black, Rachel Roy, Frank Chong, Merrilee Robson, and Faye Wightman.

The Ethics Advisor reports to the Vancouver Police Board annually. In her 2020 report, Madame Justice Gill confirmed that Board members demonstrated an appropriate sensitivity to ethical issues and remained in compliance with the Board's conflict of interest and confidentiality policies.

POLICE OVERSIGHT IN BRITISH COLUMBIA

Municipal police officers in British Columbia are subject to more oversight than any other profession, including doctors, lawyers, pilots, fire fighters, and other first responders.

Police Boards, as the employers of the municipal police departments, ensure civilian oversight on behalf of the community. There are however various other organizations and oversight bodies that ensure accountability in policing in British Columbia.

THE OFFICE OF THE POLICE COMPLAINT COMMISSIONER

Although the Vancouver Police Board processes all complaints with respect to the general direction and management or operation of the Department (service or policy Complaints), the Board has no jurisdiction over conduct complaints against police officers. The Office of the Police Complaints Commissioner (OPCC) is independent of both government and police departments, and oversees the conduct complaint process to ensure that investigations into police misconduct are thorough and fair. The OPCC has broad powers to order further investigation, public hearings and independent reviews. The OPCC also provides recommendations to the Boards for improvements to the delivery of police services to the public, and recommendations for improvements to the *Police Act*.

From an oversight perspective, Board shares the public's concern that officers carry out their duties in a professional manner. When improper conduct is alleged, the Board expects to see a full and impartial investigation and be assured that if improper behavior is found, those at fault will be held accountable.

THE INDEPENDENT INVESTIGATIONS OFFICE

The Independent Investigations Office (IIO) is a civilian organization, established under the Ministry of Attorney General and led by a Chief Civilian Director. This agency is responsible for conducting investigations to a criminal law standard, into on or off-duty police officer related incidents which result in serious bodily harm or death. All investigative decision making, and the decision to issue a public report or refer a matter to Crown counsel are completely independent from the Ministry of Attorney General.

MINISTRY OF PUBLIC SAFETY AND SOLICITOR GENERAL: POLICING AND SECURITIES BRANCH

The Policing and Security Branch is responsible for ensuring adequate and effective levels of policing, and superintending law enforcement pursuant to the *Police Act*. The Director of Police Services establishes provincial standards on policing. Examples of this include policing standards on firearms, use of force, police service dogs, use of force, reporting and investigation, training, equipment and facilities, specialized investigations, police stops, unbiased policing, and police pursuits. Boards are responsible for revising and approving policy to align with the implementation of provincial standards and any other legislative change.

CORONERS INQUESTS

The Provincial Coroner investigates all suspicious deaths. Coroners' inquests make recommendations to prevent similar deaths in the future; often these involve recommendations to the departments, and also on occasion to police boards. When the Board receives a letter from the Provincial Coroner attaching Inquest recommendations, the Board and VPD work to implement these recommendations, and develop a response for the Board to approve and communicate to the Coroner.

PUBLIC INQUIRIES

Public inquiries are official reviews ordered by the government in order to establish the facts and causes of an event or issue of public interest. These inquiries result in recommendations, some of which impact policing. Recent examples of this include the National Inquiry into Missing and Murdered Indigenous Women and Girls, and the Commission of Inquiry into Money Laundering in British Columbia. The Vancouver Police Board requests updates from the VPD with respect to its status on submissions, and responses to recommendations. For example, the VPD provided a report to the Board titled *‘Lost Lives: Examining the Calls for Justice for Police from the National Inquiry into Missing and Murdered Indigenous Women and Girls’*, outlining the steps the VPD has taken in response to these Calls for Justice. The Board has also received various verbal and written updates into the Commission of Inquiry into Money Laundering.

WORKSAFE BC

Police incur a higher rate of injury than many other professions. WorkSafeBC develops recommendations and regulations for improving police safety, through observations and consultations. Examples of this include approving the protective clothing that police wear, and setting workplace safety standards and safety protocols. In 2020 the Board received briefings from the VPD on the COVID-19 safety protocols in place.

MEDIA AND THE PUBLIC

The public, media, and advocacy groups play an integral part in ensuring accountability and oversight of policing, and police behavior. This is done by communicating concerns over conduct, service, or policy, monitoring police actions, and by creating public awareness about policing. The Board welcomes open communication between individuals and groups to discuss policing in the City of Vancouver.

THE BOARD AND VANCOUVER CITY COUNCIL (COUNCIL)

Given the unique characteristics of the policing function, legislation across Canada has placed a police board between the municipal council and the police department as an independent and autonomous authority. In British Columbia the framework for this independence is set out in the *Police Act*, and underlines the responsibility of municipalities to bear

the cost of policing and law enforcement in their community, along with the responsibility of the boards to determine the policy and direction for the departments.

Although police departments take direction from the municipal police board and not the municipal council, a 2018 amendment to the *Police Act* states that the police board must take into account the priorities, goals and objectives of the council of the municipality when determining the priorities, goals and objectives of the municipal police department. In 2020, Council passed the following two motions with respect to policing, which were provided to the Board for its consideration: *‘Decriminalizing Poverty and Supporting Community-led Safety Initiatives’* and *‘Ending Street Checks in Vancouver’*. The Board responded to Council’s motion to *‘Decriminalize Poverty’* through a report from the VPD titled *‘Our Community in Need’*. This VPD report provides an overview of the Department’s community-focused safety strategies. With respect to street checks, the Board will continue to monitor all VPD street check records, with an audit report coming forward publicly in February of each year. The number of VPD street check recordings decreased by 94% in 2020, compared to the same date range in 2019, as a result of the new policy approved by the Board.

Community organizations and advocacy groups calling to reallocate policing resources, along with the financial impacts of the pandemic, resulted in substantial dialogue and information sharing between Board and Council about the policing budget. In 2020, the Board met with Council on various occasions to discuss policing in the City of Vancouver. At these meetings, the Board provided Council with information in response to the Council motions, along with information on crime trends/statistics, budgetary pressures, and community concerns. The Board recognizes the complex social issues in the City, along with calls to defund the police, and competing priorities for funding. The VPD and the Board have long been drawing attention to the mental health, opioid and homelessness crisis, and that it needs to be addressed with an integrated strategy and appropriate long-term funding. However, the Board determined that any discussion to reallocate funds from the VPD to alternative services must be evidence-based, and first consider the adequacy and availability of necessary support structures and systems to ensure public safety.

The Board values a positive and productive working relationship with Council, and will continue to promote opportunities for greater dialogue between Board and Council to ensure the safety of our community.

SERVICE AND POLICY COMPLAINTS

The Board processes all Service and Policy complaints. A Service and Policy complaint is defined under the *Police Act* as a complaint about the general direction and management or operation of a municipal police department, or the inadequacy or inappropriateness of:

- staffing or resource allocation;
- training programs or resources;
- standing orders or policies;
- ability to respond to requests for assistance;
- internal procedures.

In 2020 the Board reviewed 18 service or policy complaints. (27 were received in 2020, with the remainder set to come forward for review in 2021) The investigation reports, along with the minutes of Service or Policy Complaint Review Committee meetings are available on the Board's website. All complainants were given reasons for the Board's disposition of their complaint, along with information about any possible actions taken in addition to the investigation. As well, complainants were provided with information about how to appeal the Board's disposition to the Office of the Police Complaint Commissioner, should they be dissatisfied with the outcome. Complaints reviewed in 2020 related to the following subject matters:

- Deployment of officers in the DTES;
- E-Comm service levels;
- Hate speech;
- Labour disputes;
- Plainclothes officers with carbine rifles;
- Police record check termination;
- School Liaison Officers;
- Criminal harassment;
- Protests;
- Police presence in Oppenheimer Park;
- Notice & Orders;
- The Motor Vehicle Act;
- Protests and racism;
- Noise and drug dealing;
- Policy on reporting crime;
- Public safety; and,
- Intergenerational trauma and cultural sensitivity.

OPCC POLICY RECOMMENDATIONS

Under the *Police Act* the Office of the Police Complaint Commissioner (OPCC) may recommend that the Police Board examine and consider changes to the VPD's policy and procedures. In 2020, at the request of the OPCC, the Board reviewed policies and procedures relative to Missing Persons Procedures, Hate Speech, School Liaison Officers, Criminal Harassment, and the VPD's personal relationships policy.

VANCOUVER POLICE BOARD STANDING COMMITTEES

The Vancouver Police Board establishes Committees to assist it in its work and determines the mandate of each standing committee. The Board has four main standing committees: Finance, Governance, Human Resources, and the Service and Policy Complaints Review Committee.

FINANCE STANDING COMMITTEE

CHAIR: FRANK CHONG

MEMBERS: BARJ DHAHAN, MERRILEE ROBSON, RACHEL ROY

Although the Board is a separate legal entity from the City enacted under the *Police Act*, the City funds the VPD, and so the VPD follows the City's budget process. The Finance Standing Committee helps to fulfill the Board's financial oversight responsibility, and oversees the Department's budget process. The Committee reviews any proposals with financial implications and makes recommendations to the Board. It reviews and recommends fees for services provided to the public on a cost-recovery basis and oversees financial audits of specific VPD operations. The Finance Committee met four times in 2020 and led the Vancouver Police Board's oversight and control of the Police Department's approximately \$315 million operating budget. 2020 represented the 16th straight year of on-budget operations for the VPD.



GOVERNANCE STANDING COMMITTEE

CHAIR: BARJ DHAHAN

MEMBERS: PATRICIA BARNES, ALLAN BLACK, WENDY JOHN, MERRILEE ROBSON

The Governance Standing Committee is responsible for ensuring effective oversight and governance of the VPD by the Vancouver Police Board. It met 5 times in 2020. In 2020 the Governance Committee:

- Organized and led the Board's annual Strategic Planning workshop;
- Developed the Board's 2019 Annual Report;
- Coordinated the appointment of an E-Comm representative, and the annual report from the Board's Ethics Advisor;
- Reviewed the Board's operations structure;
- Reviewed the Community Policing Centres funding structure;
- Discussed updates to the Board's Policy and Procedure Manual;
- Received updates related to oversight, and the roles and responsibilities of the Board;
- Discussed ways of ensuring Board independence both from the Department, and from politics;
- Considered the process for bringing forward individual Board member motions;
- Reviewed and recommended Committee assignments;
- Coordinated advocacy through BCAPB and CAPG resolutions;
- Reviewed and updated the orientation for new Board members; and,
- Coordinated annual Board evaluation

HUMAN RESOURCES STANDING COMMITTEE

CHAIR: PATRICIA BARNES

MEMBERS: ALLAN BLACK, WENDY JOHN, FAYE WIGHTMAN

The Human Resources Standing Committee is responsible for oversight of the Departmental human resources policies and procedures. It is also responsible for leading the annual evaluation of the Chief Constable and for overseeing collective bargaining with police unions. The Committee met three times in 2020, and in 2020 the HR Committee:

- Administered the Chief's annual evaluation process;
- Reviewed employee wellness programs;
- Oversaw Union grievances, the collective bargaining process and human rights tribunal cases;
- Reviewed the VPD's personal relationship policy (ongoing); and,
- Reviewed recruit hiring and the promotional process.

SERVICE AND POLICY COMPLAINTS REVIEW COMMITTEE

CHAIR: ALLAN BLACK

MEMBERS: ALL BOARD MEMBERS

The Vancouver Police Board is the authority for Service and Policy complaints made about the Vancouver Police Department. Service and Policy complaints are complaints about the services provided by the Department, its policies, resource allocation, training and staffing. [Refer to Service and Policy Complaints, earlier in this Report]. The Committee met seven times in 2020 to review complaints.

FREEDOM OF INFORMATION COMMITTEE

CHAIR: RACHEL ROY

MEMBERS: PATRICIA BARNES, FRANK CHONG

The Freedom of Information Committee oversees Freedom of Information (FOI) requests and issues. There was one FOI requests to the Board in 2020.

FALSE ALARM REDUCTION PROGRAM (FARP) COMMITTEE

MEMBER: FRANK CHONG

The FARP Committee hears appeals from decisions made pursuant to the False Alarm Reduction Program. There were no appeals in 2020.

BOARD LIAISON ROLES

Vancouver Police Board members serve liaison roles on a number of related Boards, as follows:

- Vancouver Police Foundation: Barj Dhahan;
- BC Association of Police Boards (BCAPB): Patricia Barnes and Rachel Roy (alternate);

Liaison members attend meetings of the relevant Boards and ensure coordination and liaison with the Vancouver Police Board initiatives and priorities.



CONTACT INFORMATION

To learn more about the Vancouver Police Board and its work, or to have input into policing policy in Vancouver, write, telephone, or e-mail the Vancouver Police Board at:

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