



VANCOUVER POLICE BOARD

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 make Vancouver a safe city for all'

Values

As part of its oversight role, the Board is guided by the values of Independence, Fairness, Objectivity and Accountability:

Independence

Our decision making is strategic, fact-based, policy-oriented, autonomous and free of political or partisan influence.

Fairness

We govern impartially and equitably. We recognize that institutions can uphold systems of oppression if they do not meaningfully and deliberately practice equity. We do our work in a manner that recognizes and values diversity, and actively upholds human rights for all. We recognize our responsibility in truth and reconciliation and aim to work closely with Indigenous communities to ensure we are building a safe Vancouver for all. Internally, we create an environment that is free of discrimination, we respect diversity, create equitable systems and processes and build an inclusive workplace culture. We behave in an open, honest and transparent way in partnership with community.

Objectivity

We provide impartial oversight and strategic direction based on a comprehensive understanding of the issues at hand, governing the Department in the best interests of the community in all its diversity.

Accountability

We are accountable to the public by monitoring, measuring and challenging the Department. We centre, engage with, learn from, and inform the people of Vancouver, as we deliver on our commitments to make Vancouver a safe city for all.

Principles

- The Board acts in accordance with the law and the highest standards of practice as established by the needs of the community, the *Police Act*, and Provincial standards
- The Board supports and upholds the VPD's core values of Integrity, Compassion, Accountability, Respect and Excellence
- The Board addresses both the issues of today and in the future, through communication, collaboration and advocacy
- The Board pursues change by tackling defined problems in a pragmatic non partisan manner

VANCOUVER POLICE BOARD AREAS OF FOCUS 2022-2026

In 2022-2026, the Vancouver Police Board will focus on the following:

1. Ensuring an Anti-Racism and decolonization lens is applied to all policies and practices
2. Continued excellence in Governance
3. Promoting positive employee morale and wellness
4. Strengthening and supporting the VPD's partnerships with Vancouver Coastal Health (VCH) and Providence Health Care (PHC) as they relate to mental health and substance use issues
5. Building trust by enhancing public confidence in policing and the Board's oversight of policing

ACTIONS

1. ENSURING AN ANTI-RACISM AND DECOLONIZATION LENS IS APPLIED TO ALL POLICIES AND PRACTICES

- Engage an external consultant to advise the Board on how to apply an anti-racism and decolonization lens to the Board and the Department and advise the Board on concrete actions that might be taken in this regard;
- Continue to work with rightsholders and stakeholders on police reform, and building an understanding of the Board's role in combatting systemic racism;
- Include a land acknowledgement in all Board meetings, recognizing we are on the traditional, ancestral, and unceded territories of the x^wməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Səlilwətał (Tsleil-Waututh) First Nations;
- Continue to monitor demographics within the VPD against community demographics;
- Promote internal and external initiatives which support underrepresented groups;
- Monitor the work of and engage with the VPD's African Descent Advisory Committee that the Board directed the Department to establish in 2020;
- Monitor the work of and engage with the VPD's Indigenous Advisory Committee;
- Review updates on VPD training on the topics of anti-racism, intercultural practices, fair and impartial policing, trauma-informed practice, crisis intervention and de-escalation and other training related to Indigenous, vulnerable or racialized populations;
- Ensure that the processes and policies of the Board and VPD meet or exceed the impending Provincial Legislation regarding the Promotion of Unbiased Policing Standards as they relate to equitable policing, community outreach, a reflective police department and workplace harassment;
- Review and monitor VPD's plan on recruiting underrepresented groups; and,
- Monitor the VPD's Equity Diversity and Inclusion review, receiving a report-back on the changes that were made.

2. CONTINUED EXCELLENCE IN GOVERNANCE

- Update Board policy and procedure/Governance manual that is reflective of the evolving needs of the community and current climate in policing;
- Continue to advocate to the Provincial Government for legislative changes that would enhance the governance and oversight capabilities of police boards; and,
- Ensure all policy is in line with any impending legislative changes as a result of the review of the *BC Police Act*.

3. PROMOTING POSITIVE EMPLOYEE MORALE AND WELLNESS

- Support and monitor the VPD’s mental wellness programs to ensure employees have access to appropriate services;
- Ensure appropriate action is taken in response to the findings of the Employee Satisfaction Surveys;
- Communicate more proactively with members about support for the work that they do;
- Continue to promote best practices employee wellness programs within the VPD;
- Work with the Vancouver Police Union to monitor results of programs;
- Ensure continued relationship building with the Vancouver Police Union, creating opportunities for frank and open discussion about employee issues and concerns;
- Advocate for appropriate staffing levels to minimize stress associated with under-staffing;
- Increased participation by the Board members at VPD employee events; and,
- Ensure that specialized and qualified Human Resource personnel be available to sworn and civilian members.

4. STRENGTHENING AND SUPPORTING THE VPD’S PARTNERSHIPS WITH VANCOUVER COASTAL HEALTH (VCH) AND PROVIDENCE HEALTH CARE (PHC) AS THEY RELATE TO MENTAL HEALTH AND SUBSTANCE USE ISSUES

- Promote a collaborative approach to addressing mental health issues;
- Include and support mental health partnerships as part of the VPD’s strategic plan;
- More public education surrounding partnerships such as Car 87/88, AOT and ACT programs, and the role of police as it relates to mental health, and substance use issues;
- Support new funding mechanisms for program expansion;
- More public education on the success measures related to the partnerships between police, VCH, and PCH, such as the overall reduction in negative police contacts; and,
- Work with levels of government to discuss support structures for those living with mental health and substance use issues, in order to extricate police from areas where police should not be involved, in such a way that does not cause harm.

5. BUILDING TRUST BY ENHANCING PUBLIC CONFIDENCE IN POLICING AND BOARD OVERSIGHT

- Increase Board profile through a more proactive social media strategy;
- Ensure timely information sharing with the public on major initiatives and programs;
- Create a more accessible and easy to navigate website;
- Include presentations on how the VPD works with the community at public board meetings; and,
- Appropriate follow-up with delegations, and ensure an accessible delegation process.

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