



VANCOUVER POLICE BOARD

* PROVIDING INDEPENDENT CIVILIAN OVERSIGHT, GOVERNANCE, AND STRATEGIC LEADERSHIP TO THE VANCOUVER POLICE DEPARTMENT, REFLECTING THE NEEDS, VALUES AND DIVERSITY OF VANCOUVER'S COMMUNITIES *

Meeting Date: February 20, 2020
 Report Number: 2002C05
 Service or Policy Committee Meeting

**Subject: Service or Policy Complaint #2018-133/OPCC #2018-14863
 Summary Report on the Vancouver Police Board External Street Checks Review**

RECOMMENDATIONS:

THAT the Vancouver Police Board (the Board) accepts the findings of the external review by Pyxis Consulting Group Inc. (Pyxis), and supports the 34 recommendations outlined in the final report;

THAT the Vancouver Police Board commits to ongoing oversight and involvement through its Governance Committee to monitor the broader community's concerns with respect to racial profiling, oversee the annual audit of street checks, and to ensure that action continues to be taken with respect to the recommendations; and,

THAT the Vancouver Police Board (Board) conclude its review of this complaint, based on the information outlined in the report, and given the action(s) taken by the Board and VPD in response to this complaint.

INTRODUCTION:

The Vancouver Police Board deeply values public trust and confidence and appreciates the concerns raised by community members with respect to street checks, which in turn provided the Board with this important opportunity to gain valuable feedback and suggestions to improve the Department's relationship with the community. The Board recognizes that this is an ongoing issue and is committed to continued oversight of this matter, in particular with respect to concerns surrounding profiling within all communities of diversity, as well as marginalized people and youth. The Board would also like to thank and acknowledge the project team from Pyxis for their hard work on this extensive review.

BACKGROUND:

On September 26, 2018, the Service or Policy Complaints Review Committee (SPCRC) considered a complaint from the Union of BC Indian Chiefs (UBCIC) and BC Civil Liberties (BCCLA) with respect to VPD street check data that was released in May of 2018 in response to a Freedom of Information request. In their complaint, UBCIC and BCCLA stated that the overrepresentation of Indigenous and Black people in this data was a result of street checks being "conducted in a discriminatory manner" by VPD officers, and indicated "statistical evidence of discrimination". An amendment to this complaint requested that the Board also include disparities in both the race and gender in the number of street checks as part of the investigation into the complaint.

The VPD provided the Board's SPCRC with a report titled '*Understanding Street checks: an Examination of Proactive Policing Strategy*' in response to this complaint. Although this VPD report determined that there is no statistical basis for the conclusion that the actions of VPD officers are systematically discriminatory, it was also noted that the analysis of street check data over the past ten years is limited in its ability to capture the unique concerns and experiences of the communities that the VPD serves.

In an effort to build public confidence in the VPD's practices, including concerns about discrimination in its use of street checks, the VPD's report proposed the following six recommendations:

1. That the VPD formalize its existing VPD street check standards into policy and ensure that the policy adheres to new provincial standards that are currently being developed;
2. That additional training be provided to ensure that VPD officers are utilizing street checks appropriately;
3. That the VPD commit to publicly releasing VPD street check data annually;
4. That the VPD further existing community relationships to better understand the unique experiences, perceptions and histories of the communities that the VPD serves;
5. That the VPD assign an Indigenous Liaison Protocol Officer to support greater communication between VPD patrol officers and partners in the Indigenous community; and,
6. That the VPD establish a new street check category in the records system to specifically document when officers are dealing with an individual to ensure their safety and well-being.

The Committee determined that although the VPD's report speaks to the data aspect of the complaint, it was still necessary to consider the views and lived experiences of those affected by street checks. It was decided that this complaint would benefit from further review by an independent external party, including extensive interviews and focus groups with youth and adults in communities of diversity.

The Board's SPCRC adopted the six recommendations outlined in the VPD's report, along with a seventh recommendation, namely:

7. THAT Board staff issue a Request for Proposals (RFP) from **independent** third parties to conduct the following studies:
 - a) Independently analyze and interpret the Vancouver Police Department data on street checks practice, policy, procedures and guidance on street checks and use of them as a policing tool;
 - b) The impacts of street checks on Indigenous and racialized people including a community based research assessment of police contacts to determine the satisfaction of particularly affected racialized or geographic communities with recommendations in relation to street checks in Vancouver;
 - o THAT these studies start by January 2019 and complete by July 2019;
 - o THAT Board staff research the resources necessary to conduct these studies, complete an evaluation and recommendation of the RFP bids and bring forward a plan to the Police Board before year-end.

The Board issued a Request for Proposal, and subsequently selected Pyxis Consulting Group Inc. to conduct the independent review. The primary objectives of this review were to analyze and interpret the VPD data on street checks practice, and to gain an improved understanding of the impacts of street checks on Indigenous people, Black people, and other ethnically diverse and/or marginalized communities who may perceive that they are being discriminated against by police in Vancouver.

The Board formed a Street checks Review Committee, comprised of Ms. Claire Marshall (Chair), Dr. Sherri Magee, Ms. Patricia Barnes and Mr. Barj Dhahan. This Committee met several times during the course of the review to oversee the progress, and to assist in ensuring that the final report adequately addresses the SPCRC's recommendation pertaining to the review. Although initially this review was set to be completed by July 2019, it was deemed necessary to extend this timeline in order to ensure thorough community input through sufficient focus group sessions. The SPCRC was provided with an update on this review in July of 2019, and it was confirmed that the final report would be finished by end of 2019.

PROVINCIAL STANDARDS ON POLICE STOPS

In October 2019, the Government of British Columbia issued Interim British Columbia Provincial Policing Standards on Police Stops; these Standards came into effect on January 15, 2020. The VPD immediately began training its members, and drafted policy in compliance with these new Provincial Standards. The Vancouver Police Board approved the VPD's policy on '*Conducting and Documenting Street checks (and Police Stops)*' electronically, on January 7, 2020 in order to meet the January 15 deadline.

Although the VPD had already developed a draft policy on street checks at the time the review was initiated by the Board, it was decided in consultation with the Board to defer approval pending further consultation through the review. **Many of the recommendations outlined in the Pyxis report are addressed through these new Provincial standards, and VPD's policy on *Conducting and Documenting Street checks (and Police Stops)*.**

It should be noted that members are required to adhere to the policy or they could be subject to a public trust investigation and possible discipline under the *Police Act*.

DEFINITIONS

The findings of the review determined that there are significant differences that exist both externally in the community and also internally amongst membership with reference to the definition of street checks vs. wellbeing checks vs. 'carding'. The definitions are outlined below:

Street Check: Any voluntary interaction between a police officer and a person that is more than a casual conversation and which impedes the person's movement. A street check may include a request for identifying information depending on the circumstances. Officers must have an articulable basis for asking for information.

Wellbeing check: This falls under the Street Check category. It is a voluntary interaction between a police officer and a person where the officer has an objectively reasonable concern for the person's immediate safety or the officer would like to assist a person in distress to refer them to health, substance abuse, mental health, or other supports or services.

Carding: The term 'carding' stems from Ontario, and refers to situations where a police officer randomly asks an individual to provide identifying information when the individual is not suspected of any crime nor is there any reason to believe that the individual has information about any crime. Although not a term used officially in policing in B.C., the term 'carding' has been used interchangeably in the media with the term street checks, however, it is important to note that this terminology is **not** interchangeable and does not reflect the same actions. Random and arbitrary stops are not, and have never been part of the VPD's policy or practice and the Board and Department would like to be clear that 'carding' has never been allowed under any circumstance.

SUMMARY:

The independent review by Pyxis was comprehensive and thorough, and included:

- Interviews and focus groups with representatives of 36 Vancouver community organizations, with activists and advocates working with communities of diversity, and with users of their services to identify and cross reference themes, topics and issues;
- An evaluation of findings from the VPD's 2018 *Understanding Street checks* report, to determine whether the methods were sound and whether the conclusions reached by the VPD's Planning, Research, and Audit (PR&A) team were appropriately extracted from the data;
- Analysis of the VPD's street check data from 2012-2017 to identify gaps in the analysis or conclusions, and provide recommendations going forward.
- Literature and document review, identifying leading practices and issues;
- Interviews and focus groups with VPD staff, including approximately 100 VPD patrol officers, over 50 patrol supervisors, patrol command staff, members of investigative sections, education and training personnel, PR&A staff, and the VPD Executive;
- Field observations with VPD patrol;
- Analysis of VPD street check proposed policy, and recommendations for street check policy and practice for alignment with human rights, fair and impartial policing, trauma informed responses, and community engagement and interaction objectives;
- Validating and reviewing the survey instrument that was developed to capture ride/walk-along data;
- Analysis of VPD street check procedures and processes, including quality assurance and accountability processes, mapping of them against community and VPD data gathered to assess the defensibility and effectiveness of current procedures, processes and practices. And, where required, the development of recommendations for improvements;
- Analysis of VPD street check training needs, based on analysis of policy and practice;
- Development of recommendations for training that is aligned with job tasks and expectations; and,
- Synthesis of all materials gathered, and preparation of a comprehensive report of current policies and practices, with emphasis on leading policies and practices that take into consideration the impact on communities of diversity.

The final report and findings by Pyxis Consulting Group are available publicly on the Vancouver Police Board's website (www.vancouverpoliceboard.ca) from February 18, 2020. The Board has had the opportunity to review the final report and consider and accept the findings and 34 recommendations. The VPD has also accepted the findings and recommendations from the review, and the VPD's response to the recommendations is attached as an appendix to this report (Appendix A).

The evaluation by Pyxis of the VPD's *Understanding Street checks: an Examination of Proactive Policing* report deemed the VPD's Planning and Research Section's methods of research to be sound, and that the conclusions in that report are valid. It was also determined by Pyxis that this review found that the available data and information could neither confirm nor deny police racism or bias.

Given these findings, the Board recognizes the need for ongoing involvement and oversight to ensure that the needs of the community continue to be met and taken into consideration, in particular with respect to concerns surrounding racial profiling. The Board is committing to ongoing oversight of this matter in order to monitor the annual audit of street checks data and to ensure that the recommendations continue to be acted upon. This oversight will be through the Board's Governance Committee, and will apply not only to concerns about police discrimination against Indigenous and Black people, but will also include all diverse communities, marginalized people, and youth.

CONCLUSION:

Since the initial complaint, there have been significant changes made to policy, training, and community engagement initiatives. The Vancouver Police Board has determined that the actions taken through commissioning an independent review, implementing Street checks policy that is in compliance with Provincial Standards, and monitoring the annual audit of Street Check data sufficiently resolve the initial complaint. However, the Board also recognizes that this is an ongoing and evolving issue and is committed to continued oversight and responsiveness of this matter to the broader community.

The Service or Policy Complaints Review Committee must make a decision with respect to the Service or Policy complaint from UBCIC and BCCLA, as per section 171(1) of the Police Act:

The Board of a municipal police department concerned must promptly do one or more of the following:

- a) Request a Chief Constable of that municipal police department to investigate and report on the complaint;
- b) Initiate a study concerning the complaint;
- c) Initiate an investigation into the complaint;
- d) Dismiss the complaint with reasons;
- e) Take any other course of action the board considers necessary to respond adequately to the complaint.

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APPENDIX A

VANCOUVER POLICE DEPARTMENT'S response to the 34 Recommendations in the external Pyxis Report

The Review makes 34 recommendations which the VPD has classified into three categories:

1. Policy and procedures;
2. Training and education for VPD officers; and,
3. Public education and community outreach.

Policy and Procedures

A large component of the review's findings were regarding policy and procedures. At the time of the external consultant's research and writing of their report, the VPD had developed a draft policy on street checks, and in consultation with the VPB, it was decided to defer approval pending the Board commissioning an independent review of street checks, and pending consultation throughout this review. The recommendations regarding policy and procedures are:

- If not already underway, develop a clear street check policy on the practice, use, storage, access, and retention of street check information that takes into consideration the issues and recommendations raised in this report as well as the findings and recommendations made by the Honourable Justice Tulloch in Ontario (2018) and by Scot Wortley (2019) in his report on street checks in Halifax.
- Ensure VPD street check policy and procedures articulate:
 - When officers should and should not conduct street checks and outlines the situations in which they should be conducted.
 - Police officers should never arbitrarily or randomly stop, question, and search or request identifying information from a civilian.
 - The need for articulation of stops or street checks.
 - Who can access street check information, including processes for how citizens can access their own street check records.
- Ensure the primary focus of a street check policy is on the development of strategies and practices that enhance transparency, accountability, and trust in police.
- Conduct regular assessments of the integrity of street check data.
- Designate the PR&A to incorporate the suggestions laid out in this report to inform the proposed audit process and methodology.

- Request PR&A to draft a more comprehensive street check screen for consideration by PRIME Corp.
- Ensure the new screen captures essential information such as date, time, location, and reason for check. Also, redesign the “reason for check” field to assure validity while ensuring usefulness for tracking (Note: this recommendation is repeated by using different language).
- Designate the PR&A and the policy writing team to redesign the “Reason for Check” field to assure validity and descriptive accuracy of each category while also ensuring categories are appropriate and useful for tracking and audit on an ongoing basis.
- Explore ways in which information contained in street checks can be tagged, coded, and routed to improve ‘searchability’ for officers and analysts.
- Ensure senior patrol members, supervisors, and managers receive the training and support needed to effectively guide and coach junior members’ development of sound proactive policing and street check skills.
- Ensure supervisors review street checks completed by their officers for quality and adherence to policy, and arrange for remedial training for officers who do not comply with standards set.
- Involve supervisors and managers in the development and implementation of a review process that holds members accountable for meeting street check policy and processes.
- Clearly define and integrate supervisor, manager, and Quality Control Section responsibilities for monitoring and ensuring the quality of street checks.
- Continue to ensure that street checks are not used as a performance measure. Incorporate this concept into the street check policy.
- Ensure the Audit Unit of PR&A:
 - Works with policy drafters to develop the proper metrics to be collected for an annual audit of compliance with that policy.
 - Conducts an annual audit of a representative random sample of cases one year after approval and dissemination of the new VPD Street Check policy.
 - Completes these audits in the second quarter of each calendar year and reports to the Vancouver Police Board in the Q2 Board Report.
 - Offers regular report-outs to the community.
- Develop a policy on well-being checks that considers community input, is communicated to the communities, and clearly distinguishes well-being checks from street checks.

In October 2019, the Government of BC, issued the Standard which came into effect on January 15, 2020. The new policy (Regulations and Procedures Manual s. 1.6.53 *Conducting and Documenting Street Checks (and Police Stops)*) provides direction to VPD officers regarding street check practices to ensure compliance with the Standard.

Based on the Standard, the VPD policy specifies that officers are not permitted to stop a citizen based solely on an identifying factor and that random or arbitrary stops are not permitted. Furthermore, the policy specifies that officers will require a “justifiable reason” to demand/request identifying information. Therefore, not only must the officer have a specific public safety purpose to ask a person for identifying information, they must also inform the person of that reason. Furthermore, to enhance transparency and trust in police, the policy outlines steps VPD officers must take to ensure a citizen is aware of their rights during a street check.

The Standard also requires annual audits of street checks, therefore the integrity of street check data will be assessed, in line with the recommendations in the external review. The VPD will, as suggested, designate PR&A to incorporate the submissions laid out in the external report to inform the proposed audit processes and methodologies.

The Standard does not require supervisory review of street checks completed by patrol officers, nor would this be operationally feasible. However, one of the intentions of the annual audit is for quality control purposes, where the VPD may provide feedback to officers accordingly. The intent of the recommendations on auditing will be met by complying with the Standard’s audit requirement, and the VPD will recommend an appropriate schedule for report-backs to the VPB. Finally, street checks in Vancouver are not a component of any formal performance evaluation, and the VPD meets this requirement.

The VPD has taken steps towards developing a more comprehensive street check screen and redesigning the reason fields. This will be done in consultation with PRIME Corp. and other police agencies across BC. Overall, the VPD agrees with recommendations to improve data reliability of street check data.

Finally, the VPD does not have policy specific to well-being checks. However, all well-being checks (unless there is a lawful authority with existing legislation such as the *Assistance to Shelter Act*) are voluntary. The Standard permits well-being checks as voluntary actions, and when conducted, VPD officers will ensure citizen’s rights are advised.

Training and Education for VPD Officers

The external researchers recognized VPD’s “leading-edge” training efforts, including cultural competency and trauma-informed training. The research stressed that officers must be able to explain their reasons for stopping a citizen because, in the absence of reasons, citizens may perceive they are stopped randomly or arbitrarily. The researchers highlight that it is vital police officers utilize principles of procedural justice when engaging citizens, including communities of diversity. The external review “of VPD training courses with respect to communities of diversity reveals that the department has gone far beyond the provincially mandated training requirements in this area.”

Areas for further training include:

- Advocate for the Justice Institute of British Columbia (JIBC) to conduct street check training after recruits have foundational understanding of the policing environment, the legal frameworks, and police roles and responsibilities.
- Develop a training program to ensure members stop and interact with people for valid reasons and that officers are able to articulate the reasons for the stop. The VPD should ensure that its officers clearly articulate the reasons for stops.
- Review the course content in the VPD “mini-academy” for new recruits and in-service training courses to ensure that content incorporates a focus on competencies to build and enhance police legitimacy, human rights and trauma-informed approaches, procedural justice, cultural competency as it relates to acknowledging and seeking to understand and consider the perspectives of persons police are interacting with, and police accountability.
- Incorporate into training considerations of how police power, authority, and privilege can impact people’s perceptions and interactions with police.
- Ensure that officers, including field training officers, are trained in the principles of procedural justice policing and develop a protocol to assess the extent to which this approach is used by officers in encounters with citizens.
- Provide training for supervisors to assist them in training and coaching members to conduct quality street checks.

In light of the recommendations above, the VPD, in concert with other municipal police agencies, will be working collaboratively with the JIBC to ensure that the instruction provided to all recruits continues to provide a foundational understanding of the policing environment, the legal framework and police roles and responsibilities. This work will also be reflected in the discussions about advanced programs offered at the JIBC.

The VPD is undertaking a multifaceted approach to integrate the principles of the Standard and ensure that VPD officers continue to interact with citizens for valid reasons while having the tools and information to clearly document and articulate the reasons for doing a street check. This multifaceted approach includes parade briefings, infographics, and on-line courses that can be accessed anytime information is required (e.g., such as a transfers between positions and responsibilities).

Prior to police recruits joining other sworn members in the field, pre-deployment training takes place and encompasses many aspects of VPD specific processes and procedures. As with all opportunities for sharing important information, VPD’s Education and Training Unit regularly re-examines course content and modifies required aspects of instruction, as necessary. The content of pre-deployment training will be reviewed and modifications made to ensure that the material incorporates a focus on competencies to build and enhance police legitimacy, human rights, trauma-informed approaches, procedural justice, cultural competency, and police accountability. Incorporated into the training will be considerations of how police power, authority, and privilege can impact people’s perceptions and interactions with police.

The review and continual updating of the materials delivered at the JIBC and within VPD courses are important and efforts are underway to identify how to assess the extent to which the approaches taught are being used. This will require collaboration between the Education and Training Unit, Operations Division, and Professional Standards Section. The training being developed will be consistent across all members of the Operations Division and the rest of the VPD.

Public Education and Community Outreach

The external review found that both VPD members and communities identified the need for a more proactive approach by the VPD to educate citizens about street checks and their purpose. The recommendations pertaining to community education stem from a general unawareness by the public, and as such the external reviewers have outlined the need for a communication plan to better inform the public.

The report indicates that VPD has developed extensive and positive relationships with many communities in Vancouver. However, a concern raised from organizations and members of communities of diversity was the “limited number of opportunities to engage with VPD frontline officers in a non-enforcement capacity” and recommends the development of a community policing plan.

Recommendations specific to VPD communication and community-police relationships are below:

- Approach public education about street checks as an opportunity that has benefits for the public and the VPD.
- Develop and implement a plan to educate and inform community members about the use of street checks and the role of this strategy in contributing to crime prevention and public safety and security.
- Where possible, share select cases of positive outcomes from street checks that have been sufficiently vetted to ensure privacy and confidentiality is not compromised.
- If not already underway, in collaboration with community stakeholders and all levels of the VPD, including patrol officers, initiate a dialogue on street checks processes and practices to develop a shared understanding of the value of street checks as an integral component of community safety and security.
- Incorporate the extensive VPD partnerships with communities in the city into a comprehensive community policing plan. This plan would set out how collaborative partnerships with agencies and community organizations can be established, enhanced, and sustained by members at all levels and across all areas of responsibility in the VPD.
- Include objectives and metrics to be used in assessing outcomes in the community policing plan. Identify the resources the VPD would require to successfully implement and evaluate the plan.
- If they have not already done so, the VPD should employ meaningful consultation process with the communities in Vancouver and with the VPD membership to develop a cohesive community policing plan.

- Clearly articulate the role and objectives of street checks as an integral component of a community policing plan.
- Explore ways to enhance patrol officers' proactive interactions with communities.
- Consider establishing a Street Check Advisory Committee modelled along the lines of the VPD Indigenous Advisory Committee to facilitate communication and provide an avenue for feedback on street check issues.
- Develop strategies to address the perceptions and concerns raised by community members about police street check stops.
- Communicate the street check policy to the community as part of a public education plan.

The VPD agrees that if there is uncertainty about any VPD practice, misperceptions may occur, and members of the public may believe that biased policing is occurring. It is important to the VPD that citizens are aware of what constitutes a street check, but also what citizen's rights are when they are stopped by police officers. The VPD accepts the recommendations regarding public communication and education about street checks. The VPD's Public Affairs Section has prepared messaging and information for the public about the VPD's policy on conducting and documenting street checks, and they will also partner with other sections to further present information to the public on how street checks contribute to crime prevention and community safety.

Developing a positive relationship between the VPD and all communities of Vancouver is a priority for the VPD. As outlined in the external review, the VPD has "invested heavily in community partnerships and engagement...and offers a broad range of community outreach, programs, and services." The VPD ensures active engagement with the culturally diverse communities it serves; this engagement has been in place for many years and will continue. For example, the VPD's Diversity, Inclusion, and Indigenous Relations Section (DIIRS), established over 20 years ago, has an over-arching goal of building trust and confidence with Indigenous Peoples, and other vulnerable communities, in Vancouver. DIIRS engages actively with the community, including participation in a variety of community events. These events promote cultural awareness, safety, and help build trust in police. VPD members participate in these events and the VPD is often involved in organizing and/or assisting to secure funding. Examples include, but are not limited to annual events including the Women's Memorial March, Walk a Mile in Her Shoes, Canoe Waking Ceremony, Pulling Together Canoe Journey, Orange Shirt Day, Pride parade, Chinatown parade, Vaisakhi parade, and others.

In addition, to enhance the relationship between police and the community, the VPD has established several full-time community liaison positions. These include the following full-time positions: an LGBTQ2S+ Liaison Officer, a Sex Industry Liaison Officer, a Homeless Outreach and Supportive Housing Coordinator, a dedicated police officer at the Vancouver Aboriginal Community Policing Centre, a Musqueam Liaison Officer, an Indigenous Liaison Officer, and an Indigenous Liaison and Protocol Officer. These positions, described throughout this report, are a vital component of the VPD's strategic mission to engage and build trust with the community.

Other specialized sections include the Community Services Section (CSS) and Youth Services Section (YSS) that work to foster community connections. CSS includes many different portfolios that are all geared

towards enhancing relationships with the community. These include, Block Watch, Citizens Crime Watch, and 11 Community Policing Centres in Vancouver.

YSS includes the Youth Community Response Unit, the School Liaison Unit, and Mental Health Unit. These units promote safe and positive environments for youth through partnerships, prevention initiatives, and youth programming. For example, the VPD Cadet Program was established in 2014. The vision was to provide a program that would assist youth at-risk during the difficult time of adolescence in making positive life decisions and choices while providing excellent role models. The VPD Cadet Program is open to students in Grade 10 to 12 and draws from the diversity of the city.

VPD frontline patrol officers actively take part in a number of initiatives to support community connections. For instance, patrol members routinely work alongside multiple community partners to better the lives of marginalized individuals, such as advocating for better housing, working out next steps for recovery and treatment, and connecting them with family members.

Frontline officers participate in many programs to connect with the community. For example, the Lunch with the Chief series is a popular quarterly event that has been well received by the downtown eastside (DTES) community, frontline VPD members, and members of the VPD Executive since its initial launch in February 2014. The purpose of this event is to provide a casual environment in which to foster positive relationship building while sharing in meaningful conversations and delicious food. 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 police members. Similarly, several patrol officers are active members of the SisterWatch Program; a program designed to learn from and support marginalized Indigenous women. Frontline members also routinely take part in ceremonies and events throughout the year. 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 Sex industry Liaison Officer.

The VPD will continue to build upon the positive relationships between the VPD and people in all communities, including those of diversity and vulnerable and at-risk populations. Community engagement and trust are highly important to the VPD and the VPD is proud of the community partnerships it has developed, through programing, outreach, and specialized liaison roles. To strengthen these relationships, the VPD will explore community policing plans and as well as communication plans. It is important to the VPD that any concerns the public may have about the use of street checks, or any policing tool, are addressed.

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