

SHARING COLLABORATION COMMUNITY SAFETY

First Nations Policing Program Workshop Summary Report

Manteo Resort,
Kelowna, BC
January 17-19, 2017

Hosted in the Traditional Territory
of the
Westbank First Nation



This report provides a summary of the Workshop activities and was prepared from notes, feedback and presentation materials by the Workshop facilitator.

Date: 8 March 2017

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1.0 Introduction

The 2017 First Nations Policing Program (FNPP) Workshop was held in Kelowna, BC, within the traditional territory of the Westbank First Nation. In fact, this is the sixth in a series of events since 2004 that have been dedicated to First Nations policing and community safety, and all of which have been held in the same location.

Attending this event were representatives from the federal and provincial governments, the 'E' Division RCMP Aboriginal Policing Section (APS) and 58 representatives from First Nation Communities (FNCs) in British Columbia signed to a Community Tripartite Agreement (CTA).

The Workshop theme was developed to encourage *Sharing* and *Collaboration* between the stakeholders, and increasing *Community Safety*, as a result. This allowed the delegates an opportunity to review all elements of the FNPP and to provide input that could support enhanced services in the foreseeable future. Also included in the dialogue was an elevated interest in crime prevention initiatives to support stronger communities.

Workshop Purpose and Expected Outcomes

The fact that the FNPP and its related CTAs are entering the last year of their current term and are scheduled for renewal on March 31, 2018, provided motivation for this event. The Workshop allowed delegates to gather their thoughts and ideas as a *starting point* for continued discussion on:

- Sharing information and experiences in implementing FNPP Agreements
- Exchanging information on resources that are available for community safety planning and other initiatives, and how to access them
- Encouraging and supporting collaborative relationships
- Addressing relevant policy and program issues; and
- Exploring how to apply the information and lessons learned

The foregoing supports the Workshop theme and expectations of:

- SHARING - information, knowledge and experiences
- COLLABORATION - working together, accessing resources and strengthening relationships; and
- COMMUNITY SAFETY - the intended outcome of *sharing* and *collaboration*

Networking Dinner (January 17, 2017)

The 2017 event began with a networking dinner. With respect for protocol, Westbank First Nation representative Marion Radawetz graciously welcomed the Workshop delegates into their territory. Chief Roxanne Lindley, Westbank First Nation, was unable to attend the opening and Marion Radawetz passed on her regrets, words of welcome, and wishes for a successful workshop.

As part of the opening ceremony delegates were treated to a performance of traditional drumming from Crystal Lezard who sang the Okanagan Song with Elder Grouse Barnes, both members of the Westbank First Nation.

Marion Radawetz followed with a blessing prior to the dinner being served.

Keynote Speakers

Following the dinner, three keynote speakers delivered their thoughts and encouragement to the delegates to engage and explore the potential of the FNPP in the future.

Deputy Minister Mark Sieben, Ministry of Public Safety and Solicitor General, Province of British Columbia, provided brief words of welcome to the delegates and introduced our first speaker of the evening, the Honourable Mike Morris, Minister of Public Safety and Solicitor General, Province of British Columbia.

The Honourable Mike Morris, Minister of Public Safety and Solicitor General

Minister Morris opened with his background in policing as a member of the RCMP, serving 32 years before retiring in 2005 as the Superintendent for the North District. The Minister has also resided in Prince George for some 20 years and is familiar with the northern part of the province. He has also had the opportunity to visit many of the First Nation Communities in British Columbia as a police officer and during his political career.

Minister Morris encouraged the delegates to speak out with regards to the First Nation Policing Services they would like to see in their communities. He asked everyone to be bold, to think outside the box and look to the future as they voice their thoughts and concerns, seek appropriate solutions, and make recommendations.

He also spoke of the need to include a broader implementation of Restorative Justice as an alternative to the criminal justice system. Minister Morris further voiced his thoughts on shifting First Nation Policing (FNP) from a Program status to a Service, and rename it as such.

The Minister closed by providing his total support to better First Nation Policing Services while he remains in his portfolio, with consideration for the provincial election in May of this year.

Chief Superintendent Dave Attfield, Deputy Criminal Operations Officer, Core Policing, 'E' Division, RCMP

The second speaker of the evening was C/Supt. Dave Attfield, Deputy Criminal Operations Officer, Core Policing, 'E' Division RCMP. In his role C/Supt. Attfield has specific oversight of Enhanced Community and Aboriginal Policing Services.

Following the Minister's theme, C/Supt. Attfield spoke of the need to enhance the current level of First Nations Community Policing Services. He emphasized that he, along with the FNP management and members are committed to provide the best possible service to the First Nation Communities signed to a CTA.

He also recognized the critical role of the First Nations Police Service to create a more effective and receptive police response, and to serve a pivotal role in teaching other Detachment officers how to work with and best serve First Nation Communities.

C/Supt. Attfield encouraged the FNP officers to continue to invest in the communities, building positive relationships that will assist them to forge strong and long-lasting relationships with the Chiefs, Councils, and their Community members.

He also recognized the success of alternative or community justice and especially so when youth are re-engaged with their First Nations culture and learning from their Elders.

C/Supt. Attfield closed by acknowledging that all First Nations communities know that successful policing can only occur with their active and informed consent. By respecting each other's perspectives and working collaboratively, First Nations Communities and the RCMP FNPS can foster open and honest dialogue, and build trusting and enduring relationships.

Andrew Hannan, Regional Director, Public Safety Canada

Our closing speaker of the evening was Andrew Hannan, Regional Director, Public Safety Canada (PS). Upon thanking Marion Radawetz for the welcome to Westbank First Nation Lands situated in the Okanagan Nation Territory, Mr. Hannan emphasized PS's vision to achieve a safe and secure Canada, with strong and resilient communities. He also recognized that this vision could not be achieved without many partners and stakeholders.

The federal government introduced the First Nations Policing Policy and Program in 1991 and since then, there have been many changes in the world of policing and there have been many lessons learned about how to identify and address community safety priorities. Most importantly, is hearing from the people and police officers in First

Nation Communities. The issues are complex and it takes time to collaboratively work together to make change.

Mr. Hannan advised that the Federal Government is looking to renew its approach to funding in Indigenous communities beyond March 31, 2018 and has undertaken a range of engagement activities across Canada. As a result of that engagement, including this event, and what was heard, key consideration will be given to:

- Creating financial sustainability for policing services
- Building on the evidence of what works to respond effectively to policing and public safety challenges; and
- Innovative and complementary approaches to service delivery

Mr. Hannan closed by noting the important opportunities this Workshop provides to explore these themes in more detail.

2.0 *Summary of Presentations and Group Activities*

The Workshop was built around a series of presentations and related group discussions that were designed to both share information with the delegates and to solicit information that could assist with future decision making.

Through sharing information with the delegates it was anticipated that this would assist in the renewal and implementation of CTAs and encourage increased collaboration between the stakeholders. Additionally, the presentations provided information on a variety of existing public safety and community service related initiatives that have the potential to be adapted for implementation in other FNCs.

The following provides a brief overview of each presentation and group activity. A more detailed description of each presentation and group activity is included as Appendix A to this report.

2.1 *Delegate Introductions*

This was an opportunity for each of the 100 plus delegates to introduce themselves to everyone attending the Workshop. What was anticipated to take approximately 30-40 minutes went on for over two hours. Although the extended introduction put pressure on the remaining agenda items, it was a moving and motivational display that emphasized the importance of the Workshop, its purpose and priorities.

The comments by FNC representatives underlined the importance of cultural recognition and respect, including First Nations history and traditional ways. Many of the delegates touched on the fact that *trust* remains an issue and that there is still a need to mend the historical relationship with the RCMP. There was a call to fully understand the impact of residential schools and its remaining influence on the lives of many.

Youth were recognized as the future of FNCs and require support and nurturing to ensure they achieve their potential and become respected and effective leaders in their communities.

Restorative Justice was raised by many delegates along with a call to “bring back elements of our own traditional law system and merge with conventional western criminal law.”

While it was impossible to capture every word, many of the spoken words were recorded on paper, all of which are included in Appendix B to this report. The following are some of those words: trust - respect - dignity - culture - history - truth - reconciliation - collaboration - racism - traditional law - oral society.

2.2 Meet the Teams

Representatives from PS, the Province of BC and the RCMP APS, were introduced by their respective leadership. This created an opportunity emphasize the role and responsibility that each person held within their organization and to encourage networking throughout the Workshop.

The Workshop Planning Committee was also introduced and included representation by six First Nation representatives in addition to members from the federal and provincial government and the RCMP.

2.3 FNPP Renewal Update

This session was comprised of a formal plenary presentation followed by a breakout activity through which delegates were encouraged to provide input on four specific topics. Sara Guay, Policy Advisor, Aboriginal Policing Policy Division, Public Safety Canada started by providing an overview of PS's engagement sessions across Canada, to date.

PS's engagement strategy included an online stakeholder survey, three regional dialogue sessions and attendance at three stakeholder-led events. A number of themes were found to be common throughout the engagement process and included:

- More sustainable funding
- Ongoing engagement throughout the process
- Infrastructure repair
- Flexibility - public safety needs are diverse and unique across communities
- Cultural awareness and responsiveness; and
- Consideration for longer term agreements for program implementation

The final report of the three regional dialogue sessions is available on the *Consulting with Canadians* website at: <http://psdev/cnt/rsrscs/pblctns/rnwd-pprch-plcng-ndgns-cmmnts/index-en.aspx>.

A review and analysis of the online stakeholder survey is in progress and the results are expected to be posted on the same website in the Winter of 2017.

Upon conclusion of Ms. Guay's presentation on the engagement process, the delegates shifted to a breakout format of five groups, with each group asked to provide feedback on four related topics.

The topics were:

1. FNPP Members' Duties
2. Implementation of CTAs

3. Establishing and maintaining Community Consultative Groups (CCG) and developing Letters of Expectations (LOE)
4. Policing Facilities and Infrastructure in First Nations Communities

Each group discussion was led by a facilitator, after which the facilitator reported their group's input to all participants. There was significant feedback on each of the four topics and a complete record of their collective input is included in Appendix C to this report.

2.4 Developing an Effective Letter of Expectations (LOE)

RCMP Superintendent John Brewer and Constable Cole Brewer jointly delivered this session by describing the LOE as a contractual obligation between the RCMP and each FNC covered by a CTA. The LOE defines each FNC's reasonable expectations and requirements for delivery of services, and the responsibilities of the RCMP members to provide those services.

They also described the RCMP's expectations for the LOE that included a link to the Detachment's Annual Performance Plan (APP), community consultation and, most importantly, that each service related initiative be reasonable, effective and measurable to fit both the community's needs and the Detachment capabilities.

Both Supt. and Constable Brewer explained the LOE process in detail including the rationale of linking the LOE to the Detachment's APP, as well as reporting back to each FNC through the Aboriginal Community Policing Report (ED78) on a monthly basis.

While the process can be seen as prescriptive, there is also an element of flexibility to negotiate and revise the initiatives and expected outcomes of the LOE should there be a shift in community safety priorities.

In closing, both presenters emphasized the importance that the initiatives and activities included in the LOE must be *reasonable, effective and measurable*, to be successful.

2.5 Identifying Community Safety Issues

This breakout activity was linked to developing effective LOEs with the intention of having the delegates identify their community safety issues and then to think about drafting reasonable, effective and measurable initiatives to address the issues.

While nothing new was identified in this exercise, it did confirm the community safety issues identified in FNCs some years ago and that remain a challenge. The following is a sample of the most common community safety issues cited: drugs - alcohol - gangs - violence - addictions - youth - lack of police presence - response time - duration of postings - community cooperation. A complete list of the issues identified is included in Appendix D to this report.

Whether criminal or anti-social activity, or lack of services and community support, each of these issues require attention by all stakeholders.

2.6 Implementing Crime Prevention Strategies for Domestic Violence and Youth

Inspector Barb Vincent provided a high level overview of the RCMP Crime Prevention Services. She advised that a number of initiatives to address domestic violence are underway and include, but are not limited to: victim assistance programs; pre and post offence high risk offender management programs; the analysis of domestic violence occurrences by municipality; and increased collaboration between available resources.

In addressing the issue of domestic violence, Inspector Vincent cited three pillars of prevention, intervention and enforcement. Each pillar is related to a list of related activities that have led to downward trends in repeat domestic offences, partner-related homicides and partner-related assaults.

Inspector Vincent also spoke to the RCMP's strategic initiatives on crime prevention for youth. They include: anti bullying strategies; School Action For Emergencies (SAFE); youth mental health workshops; annual accredited Youth Officer Training (YOT); and a BC RCMP Youth Advisory Committee.

2.7 Sharing Initiatives with Potential

This session highlighted three initiatives, each of which has the ability to be implemented in other FNCs. They included BC Crime Stoppers; Implementing Crime Stoppers in the Tsawwassen First Nation (TFN); and the Williams Lake Indian Band Circle of Strength initiative.

2.7.1 BC Crime Stoppers:

Linda Annis, Executive Director of BC Crime Stoppers, provided an in depth view of the organization and its services. Ms. Annis's main message was to emphasize that: 1. Crime Stoppers are not the police; and 2. A person's anonymity is guaranteed.

Crime Stoppers exists to insulate and isolate members from direct engagement with the authorities. They only seek information about harmful activity and provide a safe and secure way to report that information to the authorities while maintaining the confidentiality of the caller.

Ms. Annis's presentation was accompanied by a video of a First Nation community member encouraging his fellow community members to get involved with Crime Stoppers and to increase their involvement in First Nation communities.

2.7.2 Tsawwassen First Nation (TFN) - Building a Safe Community through Community Partnerships:

Constable Mike Grandia, Delta Police Department and liaison with the TFN, provided a detailed overview of the model used to provide police services to the TFN.

Concerned about the impact of under-reporting criminal activity and anti-social behaviour, Constable Grandia researched information related to the issue. Among other factors this included a lack on anonymity when calling the police, and a lack of a dedicated or trustworthy police officer in the eyes of the caller.

Constable Grandia found a potential solution to under-reporting was Crime Stoppers, for the reasons cited by Ms. Annis, anonymity and that Crime Stoppers are not the police.

To implement this strategy in the TFN a number of steps were taken that included community involvement in the planning process, Chief and Council were involved and aware of the program, Elders were consulted as were community based services to avoid conflict with community, cultural and spiritual practices.

Additionally and with the assistance of member from the TFN, the Crime Stoppers logo was redesigned to relate to First Nation communities with a focus on 'Building a Healthy and Safe Community', rather than the crime fighting model it normally portrays.

2.7.3 Circle of Strength Committee - Williams Lake Indian Band:

Chief Anne Louie, Williams Lake Indian Band, presented on the Circle of Strength (CoS) initiative that is seeing success in their community. It is being introduced at this workshop as an initiative with potential, and a practice that could be replicated in other communities.

The initiative was developed over a five year period (2009-2014) that brought together 22 communities in a Secwepemc Chiefs Special Forum. With initial funding from the Ministry of Children and Family Development the project started to take shape.

The CoS was designed as an inclusive, integrated and accessible community service system that places children at the centre, appreciates their unique potential, is responsive to families and promotes positive outcomes for children and their families.

The CoS Committee brings together representatives from throughout the community who meet on a monthly basis, or as needed on emergency cases, to discuss families who may be in need or are asking for the Committee's assistance in regard to specific family matters.

Key goals include the children and family's wellbeing, physical and emotional needs, cultural heritage, and paramount, is the safety of children.

Results indicate a reduction in the number of children going into care and the Committee provides a resource for members to reach out to for assistance, as well as generating quicker response by support agencies.

2.8 Identifying and Engaging Additional Resources

This session provided information to the FNCs and the FNP members about potential opportunities for additional funding and resources for specific positions, projects or initiatives related to the pursuit of increasing community health and safety. Speakers from three significantly different organizations presented their opportunities that may fit the needs of a FNC.

They included: Right to Play; Community Safety and Crime Prevention Branch, Ministry of Public Safety and Solicitor General; and the Vancouver Foundation.

2.8.1 Right to Play - Promoting Life Skills in Aboriginal Youth (PLAY):

Emily Gibson provided an overview of the Right To Play organization that was founded in the year 2000 with the mission to use the transformative power of sport and play to educate and empower children and youth living in adversity to overcome the effects of poverty, conflict and disease.

She spoke specifically about the PLAY program, an acronym for Promoting Life Skills in Aboriginal Youth. The program is described as an intensive training and coaching program for local youth workers to help them design, initiate, facilitate, measure and celebrate truly powerful and dynamic outcome based programs that use play as the vehicle to educate and empower children and youth.

In British Columbia, Right To Play is partnered with 21 FNCs and a total of 87 FNCs across Canada and seeks to improve education, improve health, develop healthier relationships and support higher youth employment.

Emily cited an example from the Williams Lake Indian Band of improved education for children enrolled in the PLAY program with reports of increased academic scores and completed homework as compared to students who do not attend the program.

2.8.2 Crime Prevention in BC - Provincial Tools and Resources:

Amar Randhawa, Program Manager, Community Safety and Crime Prevention Branch, Ministry of Public Safety and Solicitor General (MPSSG), presented on available crime prevention tools and potential resources to assist the FNP and FNCs in BC.

The resources noted by Mr. Randhawa included The Safe Communities Toolkit, The Community Crime Prevention Guide, Preventing Youth Involvement in Gangs, and The

Wise Practices Toolkit. Each of these toolkits and related resources are available on the provincial government website at: <http://www2.gov.bc.ca/gov/content/safety/crime-prevention/community-crime-prevention/publications>

Additionally, Mr. Randhawa spoke on the matter of Civil Forfeiture as a potential funding opportunity for FNCs. The Community Safety and Crime Prevention Branch provides *one-time only* funds for crime prevention projects through proceeds from civil forfeiture. Priority for these grants is set by the government's current strategic initiatives that are developed through crime trends and consultation with stakeholders.

2.8.3 The Vancouver Foundation:

The final presentation of this session explored the opportunity to access grants provided by the Vancouver Foundation, and was presented by Dave Doig, Director, Grants & Community Initiatives.

Mr. Doig provided an overview of the Vancouver Foundation and its history from 1943 to the present. He also advised that much of the funding generated by the Foundation is already pre-determined, however, there are discretionary funds accessible through a Field of Interest Granting Program based on set guidelines that include the Board's direction to support innovative projects that address the root cause of complex social issues in ways that will drive social innovation. Over time, this will help to develop healthy, vibrant and liveable communities.

He further cited that the Vancouver Foundation would review all grant applications according to the following criteria. Is the project: socially innovative; meaningful; measureable; and viable?

In closing, Mr. Doig advised that more information and resources are available on the Vancouver Foundation's website at: www.vancouverfoundation.ca/grants

2.9 Combatting Human Trafficking

Presented by Corporal Jassy Bindra, RCMP member responsible for Human Trafficking Awareness in BC., this session was intended to raise awareness of the potential threat to vulnerable First Nations women and youth, and especially those who migrate to more urban centres.

Corporal Bindra explained what human trafficking is and how it is cited under the Criminal Code of Canada. She cited global statistics but emphasized that Human Trafficking is much closer to home.

Citing statistics directly related to Aboriginal Women and Girls from 2006, 2009 and 2014, Corporal Bindra advised that Aboriginal women are much more likely to be a victim of violence and abuse that could include the potential for Human Trafficking.

She closed by encouraging the delegates to be aware that Aboriginal women and girls may be vulnerable to Human Trafficking and to report any activities they believe may be suspicious.

2.10 Strengthening FNC-RCMP Relationships

Corporal Jen Collins works in Prince Rupert with the Coastal Policing Unit and provides FNP services to the communities of Lax Kw'alaams and Metlakatla, along with two constables.

Corporal Collins's presentation provided examples of how she and her team have been working with their communities to improve relationships and to encourage community involvement.

As a start, getting to know the people helped to better understand their needs, wants and expectations. As a team, Corporal Collins and her colleagues ensure they are involved in as many community based events as possible, and strive to work with their partner organizations on other initiatives as well.

Their strategy is to spend time with all the components that make up the community including: Band Council; grandmothers group; the school; rec center; health clinic; and the first responders/fire hall.

They also access support outside the community by bringing in resources and partners such as the Transition House, victim services, etc. and are also a part of the Violence Against Women in Relationships (VAWIR) Committee.

Corporal Collins cites that their involvement with all facets of the community has helped to develop a strong bond and trust between the RCMP and the FNCs.

2.11 Aboriginal Community Safety Planning Initiative (ACSPI)

Kevin Plummer, PS, provided an overview of the Aboriginal Community Safety Planning Initiative (ACSPI) that was created in 2010 as a component of the Government of Canada's investment to address the disturbingly high number of missing and murdered Aboriginal women.

Mr. Plummer emphasized that the intent of the program is to ensure that Indigenous communities are supported in identifying risks to their community safety, and in developing Community Safety Plans (CSPs) to address those risks. Through the process, PS provides a trained facilitator to work with the community in the development of a CSP, and because the plan is developed by the community, it reflects their unique circumstances and is responsive to the specific needs of the community.

To date, Mr. Plummer advised that PS has engaged with over 90 Indigenous communities, 24 of which have completed CSPs and are in various stages of implementation.

Handout material was provided to all delegates regarding this initiative and FNCs interested in Community Safety Planning should connect with the appropriate officials at PS.

2.12 SpecTakla - Takla Landing Community Safety Initiative

Takla Landing was one of those communities assisted by Public Safety Canada to address their community challenges.

Constable JR Gohn, RCMP FNP member for Takla Landing, spoke of his experience that was an integral part of that initiative. He saw Takla as a positive community that wanted to create a safer environment for everyone. Through increased community involvement, they worked to create a stronger Takla, one that involved community members to identify the public safety challenges they faced and working together to address those issues.

Constable Gohn worked with the community and other partners to address such issues as violence, alcohol and drug addictions, and bootlegging. In doing so they implemented a number of specific violence prevention and police lead initiatives.

These initiatives included engaging everyone in the community, from elders to youth; SpecTakla cultural days and cultural camps; the DARE program; implementing a men's group; the firewood program; animal control; safety talks; and restorative justice.

In closing, Constable Gohn shared some results on how the community's efforts paid off. In a 12 month period spanning 2015/2016, he advised that violent crime reports against aboriginal females decreased 56.52%, and domestic assaults against aboriginal women decreased 72.73%, from the previous 12 month period.

2.13 The RCMP Perspective on Restorative Justice Programs

Sergeant Gus Papagianis, NCO responsible for Crime Prevention Services in BC, presented a detailed explanation of the RCMP perspective on restorative justice. He spoke of a criminal justice system that doesn't work and that restorative justice programs could provide an alternate and workable option.

Sergeant Papagianis explained that it was important to note that restorative justice is not a single program, but is rather an approach in responding to crime that can occur at various entry points along the traditional criminal justice process, from pre-offence to post-release from an institution.

He also offered a comparison between restorative justice and the traditional justice model and went on to provide a list of the goals of the Criminal Justice System in BC, which provide support to police detachments and Restorative Justice programs and a list of goals of sentencing from the Criminal Code of Canada. He noted that both sets of goals are similar and compatible.

He then reviewed the five goals of Restorative Justice as described by a Restorative Justice scholar. While the language is different, each goal contains elements that are very compatible with aspects of the goals of criminal justice. Sergeant Papagianis went on to review each of the five goals in detail.

In closing, Sergeant Papagianis demonstrated that the restorative justice process accomplishes:

- A high degree of satisfaction
- A high compliance rate
- Lower recidivism
- Improved relationships between participants
- Victims feel safer
- Improved empathy/understanding
- Improved school – community relations
- Improved police – community relations
- Impacts on behaviour management

Restorative justice was a topic of significant interest to Workshop participants, many of whom would like to continue the dialogue and receive additional information of the subject and its broader implementation.

2.14 Informal Dialogue

There was an opportunity for informal dialogue at the end of day two and included small group discussion, as follows:

- Meeting with federal, provincial and RCMP representatives
- Meeting on Land Codes (Jason Campbell and Andrew Beynon)
- Focus Group on CCGs (A/Sergeant Angela Kermer)
- Opportunity to meet presenters and continue networking

There was no official record of the informal discussions for the any of the four activities that were held.

3.0 Workshop Closing Ceremony

In closing the FNPP Workshop, Chief Roxanne Lindley from the Westbank First Nation stated that she thoroughly enjoyed the experience, albeit short, and valued the information being shared and the exchange of dialogue. She encouraged ongoing dialogue that would sustain the energy generated by this Workshop.

Marion Radawetz, also of the Westbank First Nation, officially closed the Workshop with a prayer.

4.0 Workshop Delegate Survey

A post Workshop survey was provided to each of the delegates in their agenda package. 39 surveys were completed and submitted from a possible maximum of 89 (58 First Nation and 31 RCMP delegates). A 44% return rate.

The responses indicate that First Nation delegates completed the majority of survey returns.

The survey results indicate: a high satisfaction with the Workshop and presenters; individual knowledge was increased; all respondents want to carry on the discussion; there is an desire for more information on restorative justice; and delegates want more workshops that are longer, and suggest regional locations.

The complete survey results and all written comments, noted exactly as submitted, are included in Appendix E to this report. Each comment brings its own value and combined, this feedback will help build a platform for future workshops on First Nations Policing.

5.0 Conclusions and Next Steps

The 2017 FNPP Workshop was well received by the delegates who continue to seek more information and the opportunity for ongoing dialogue. Without question, this Workshop was broader in scope than any previous FNPP event, with regard to the topics and presentations addressed over the three days of activities.

While each presentation added value to the Workshop outcomes, more time was needed to engage the delegates in interactive dialogue. The agenda was packed with

informative presentations that supported the Workshop's theme of Sharing, Collaboration and Community Safety. While the breakout activity was limited, the input received during the extended delegate introductions was wide, varied and valuable to the event and any follow-up activity.

The topic of restorative justice was received with heightened interest as a meaningful solution to some of the challenges presented by the existing criminal justice system. Many, if not all of the FNC delegates wish to continue this discussion as we move forward.

The Workshop was also a starting point for ongoing discussions with regard to the CTA renewal process and how to engage FNCs in the coming year. While most communities have access to and support email as a form of ongoing communication, many called for more workshops and in regional locations. Face to face dialogue has its challenges but its value can support a smoother transition for the renewal process.

FNCs will be engaged by PS and the provincial government in the coming months to continue the dialogue started at the 2017 Kelowna Workshop.

The RCMP, in their role, will continue to provide FNP services to each community and seek enhancements to the implementation process, the development of LOEs and the structure and effectiveness of CCGs.

Appendix A:

FNPP Workshop Presentations and Group Activities (January 18-19, 2017)

2.1 Delegate Introductions

This was an opportunity for everyone attending the Workshop to introduce themselves by name, community or organization and their specific role, and *in one to five words* to describe what they would like to get out of the Workshop. It was not long before the '*one to five words*' became a fallacy as we spent some two hours *not just listening, but hearing* our fellow delegates introduce themselves, their thoughts and concerns. It was a moment in time that allowed everyone to share the pain of others, in some way, and at the same time to speak of hope for a better future.

Many First Nation delegates introduced themselves in their traditional language - that was a humbling experience for many of the delegates. Their words and language spoke to the importance of cultural recognition and respect, their history and traditional ways.

While each person spoke we attempted to capture his or her words on paper, all of which are appended to this report. The following provides a brief review of the delegate's comments.

Many of the delegates touched on the fact that *trust* remains an issue. While history records the past it continues to impact the present, and we need to work together to ensure there is unbridled trust and respect for each other as we move forward from today. While the First Nations Community Police Service members have helped to build trust and strengthened relationships, there is still a need to mend the historical relationship with the RCMP.

There was a call to fully understand the impact of residential schools and to provide a linkage with Truth and Reconciliation.

Cultural understanding and awareness can support healthier relationships and there was recognition for the need to provide more learning and educational opportunities in this regard.

Many spoke of the youth who are being pulled in differing directions that has the potential to negatively impact their life, their family and their community. The message was to embrace youth, the future leaders of First Nation communities; to plant the seeds of love, strength and wisdom; to give them your time and not to give up.

The previous evening our dinner speakers raised the issue of restorative justice and a number of delegates further emphasized the need for increasing referrals. It was also noted that First Nation traditional laws have existed for centuries and are a form of today's alternate measures. One First Nation delegate provided a potential solution:

Sharing - Collaboration - Community Safety

“Bring back elements of our own traditional law system and merge with conventional western criminal law”

When the last person finished speaking, there was silence. With closed eyes and bowed heads, we took a moment in time to reflect on the spoken words of introduction.

This unplanned session was powerful, moving and meaningful, and possibly, the pinnacle of the workshop. One First Nation delegate described it as “...close to a circle...”

Here are some of the words:

Sharing Experiences

	First Nation Teachings	Renewed Vision	Better Justice System	
Awareness	Accountability	RACISM	Traditional Law	Follow-up
Honesty	COLLABORATION	TRUTH	RECONCILIATION	Cultural Teachings
Community Involvement	LISTEN	RESPECT	HEAR	Urban issues
HONESTY	CULTURE	TRUST	HISTORY	WORKING TOGETHER
Community Safety	EDUCATION	DIGNITY	YOUTH	More Police
Opportunity	Restorative Justice	LEARN	Impact of Residential Schools	Resources
Breaking Barriers	Building Relationships	ORAL SOCIETY	Remote Communities	Success Stories
	Connections	Access	Drugs	

Communication

The complete list of words and comments recorded during the introductions is included in Appendix B to this report.

2.2 Meet the Teams

Presenters:

- Kimberley McLean, Ministry of Public Safety and Solicitor General, Province of BC
- Marion Cook, Public Safety Canada, and
- Acting Inspector Dee Stewart, Aboriginal Policing Services, 'E' Division, RCMP

Kimberley, Marion and Dee provided a brief overview of their role and commitment to the FNPP and introduced their respective teams to the delegates. They also emphasized their availability and support for open communication between their offices and First Nation communities.

The Workshop Planning Committee

This was also an opportunity to introduce the Workshop Planning Committee who worked diligently over the past six months to make this initiative a reality. The committee was made up of federal and provincial government representatives, the RCMP and six members from First Nation Communities throughout British Columbia.

From Public Safety Canada (PS)

- Terry Bedard
- Kevin Plummer
- Grace Chiang

From the Province of BC

- Betty Graf
- Linette Logie

From the RCMP Aboriginal Policing Section (APS)

- Sukhi Dhillon
- Sergeant Angela Kermer

Aside from government and police representation on the Planning Committee, it was vital to include a number of First Nation Community members to advise and help guide the Committee's recommendations for this Workshop

The First Nation Members of the Committee included:

Councillor Kevin Gabriel
Penticton Indian Band

Chief Ann Louie
Williams Lake Indian Band

Councillor Lucille Brotchie
Kwakiutl Band

Councillor Alexis Grace
Seabird Island Band

Councillor Jason Campbell
Seabird Island Band

(Former) Chief Ron Nyce
Gitwinksihlkw Village Government (Note: Chief Nyce stepped down from the
committee immediately after Band elections in 2016)

2.3 FNPP Renewal Update

Presenter:

- Sara Guay, Policy Advisor, Aboriginal Policing Policy Division, Public Safety Canada

This session comprised of a plenary presentation followed by a break out activity to gather thoughts and information on four related topics.

The plenary session was led by Sara Guay who provided the following overview of the FNPP across Canada and also presented information on the series of engagement sessions previously conducted by PS as part of developing a renewed approach to policing in Indigenous Communities.

In 2015-2016, the FNPP funded:

- 186 policing agreements covering a population of 416,000; and
- 1,299 police officers in 455 First Nation and Inuit communities.

Each of the current FNPP agreements expire March 31, 2018.

Renewal consists of:

- Creating financial sustainability for policing services
- Updating the FNPP to reflect current policing and policy landscapes
- Building on the evidence of what works to respond effectively to policing and public safety challenges
- Considering alternative and innovative approaches to service delivery

In search of dialogue, an online stakeholder survey was distributed (July – September 2016) to 820 invitees with 150 responses (18.3% return). Additionally, regional dialogue sessions were held in Edmonton, Yellowknife and Toronto (September 2016). Further, PS participated in stakeholder-led events in Quebec, Saskatchewan and Prince Edward Island.

A number of themes were found to be common throughout the engagement process to date:

- **Funding:** Need for ongoing, sustainable and adequate funding to provide greater financial stability.
- **Engagement:** Important that Indigenous communities be meaningfully engaged in each stage of the process to determine their policing needs, understand and address existing challenges, and identify appropriate policing models and levels of service.

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- **Infrastructure:** Many police facilities are in need of repair or renovations, and insufficient infrastructure funding puts pressure on communities and policing services.
- **Flexibility:** Flexibility is essential as community public safety needs and approaches are diverse and many regions face unique challenges (e.g., geographic isolation requires tailored approach).
- **Cultural Responsiveness:** Continued need for cultural awareness training of police, support for recruitment of Indigenous people as police, provision of policing services in Indigenous languages, and investment programs for Indigenous youth to meet broader community safety needs and support effective community-police relations.
- **Program Implementation:** Longer-term agreements are necessary for funding policing.

The following are selected comments from the online survey:

- “Ensure that public safety reflects Indigenous values and culture and Indigenous authority structures.”
- “We are struggling with police service[s] still being funded as programs rather than a police service.”
- “Policing is about so much more than a uniformed presence. Effective partnerships take effort to launch and maintain.”

Responses from the online survey indicate the following:

- Top five potential changes to consider for a renewed approach to policing in Indigenous communities:
 - More funding for police officers – 75%
 - Longer-term FNPP agreements – 69%
 - More funding for police buildings – 53%
 - Hiring more Indigenous police officers – 49%
 - More funding for police training – 47%
- Top five factors to consider when assessing policing and public safety needs in Indigenous communities:
 - Social issues (e.g., suicide, mental illness, etc.) – 89%
 - Crime rates (including violent crime) – 85%
 - Demographics, particularly of vulnerable groups – 71%

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- Presence of other services (e.g., healthcare, education, social services) – 65%
- Available policing infrastructure (e.g., buildings, equipment) – 53%

The final report of the three regional dialogue sessions (i.e. Edmonton, Yellowknife and Toronto) was shared with the participants and has now been posted on the *Consulting with Canadians* website in this location: <http://psdev/cnt/rsrscs/pblctns/rnwd-pprch-plcng-ndgns-cmmnts/index-en.aspx>. The final report of the on-line survey results is in progress and is expected to be posted on the same website in the Winter of 2017.

For more information on the engagement sessions and the online survey, please contact:

Kristin Solvason
A/Director
Aboriginal Policing Policy Division
Public Safety Canada
613-991-1632
Kristin.Solvason@Canada.ca Or: ps.FNPP-PSPPN.sp@Canada.ca

Upon conclusion of the presentation by Sara Guay on the engagement process to date, the delegates shifted to a breakout format of five groups, with each group asked to provide feedback on four related topics.

The topics were:

1. FNPP Members' Duties
2. Implementation of CTAs
3. Establishing and maintaining Community Consultative Groups (CCG) and developing Letters of Expectations (LOE)
4. Policing Facilities and Infrastructure in First Nations Communities

Each group discussion was led by a facilitator, after which the facilitator reported their group's input on each topic to all participants.

The complete list of feedback comments on all four topics is included in Appendix C to this report.

2.4 Developing an Effective Letter of Expectations (LOE)

Presenters:

- Supt. John Brewer, Officer in Charge, Enhanced Community and Aboriginal Policing Services, E Division RCMP, and
- Constable Cole Brewer, West Shore RCMP Detachment and FNP officer for Songhees Nation and Esquimalt Nation

Supt. Brewer opened the session by describing the LOE component of the CTA as a contractual obligation under which the RCMP will enter into a Letter of Expectations with each FNC covered by a CTA.

Further, the CTA will be structured with the objective of focusing on the particular FNC's reasonable expectations and requirements for delivery of FNCPS and on the responsibilities of the RCMP members providing those services, as expressed in the LOE.

Also described, were the RCMP's expectations for the LOE, as follows:

- Consultations between the detachment, FNP member and FNC designates
- Annual negotiations and sign-off by the Detachment and FN Community
- Reasonable, Effective and Measurable Initiatives to fit community needs and detachment capabilities
- Link the LOE with the Detachment Annual Performance Plan (APP)
- Open bi-lateral communication throughout the process

2.4.1 Linkage of the LOE to the Detachment's Annual Performance Plan (APP)

The APP is an electronic planning and performance management tool that allows the RCMP to tailor its services to a community's priorities, often in support of specific areas such as crime reduction, community policing and integrated policing.

Community consultation is a key and essential planning component of the APP. This is completed in preparation for implementation of the upcoming plan commencing April 1st and ending March 31st.

The APP assists detachments in identifying priority issues, objectives, assessing risk, creating initiatives, tracking efforts through initiative work plans and monitoring progress.

Once the APP consultation is completed an 'Acknowledgement of Consultation' form is generated and signed by a representative from each consultation group including the FNC delegates. This document provides a record for the community representatives of the 'Priority Issues' that have been agreed upon.

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Reporting on measures and progress to the FNCs is ongoing throughout the year through the monthly Form ED78 (Aboriginal Community Policing Report).

Incorporating the issues, objectives and initiatives in both the APP and LOE increases oversight and compliance, and provides a more robust formalized consultation process. The roll-out and oversight of the process is monitored by the District APS Advisory Non Commissioned Officers.

Supporting the LOE incorporation into the APP process requires ongoing interaction and collaboration between the FNC, the FNP member, the Detachment Commander and other members of the detachment and the APS. The ED-78 provides the opportunity to advise the FNC of the number and type of offences reported/committed (Part I) in a given month; and the number of events attended by all Detachment personnel in Community Policing / Prevention Initiatives within the FNC (Part II).

At this point in the presentation Constable Cole Brewer provided the Workshop participants with an overview of the practical application in the implementation of initiatives identified in an LOE and the FNP member's recording and reporting of activity back to the FNC in the form of the ED78.

Descriptions of actual offences are documented in the RCMP Detachment's Community Newsletter that also promotes Blockwatch, Crimestoppers and includes a monthly Crime Prevention tip.

In closing, both Supt. Brewer and Constable Brewer emphasized the importance that the initiatives and activities included in the LOE must be *reasonable, effective and measurable* to be successful.

2.5 Identifying Community Safety Issues

This breakout activity was linked to developing effective LOEs with the intention of having the delegates identify their community safety issues and then to think about drafting reasonable, effective and measurable initiatives to address the issues.

Workshop participants engaged in a short breakout activity to both identify and confirm the community safety issues presently faced in FNCs.

While nothing new was identified in this exercise, it continued to highlight challenges that were identified some years ago and that remain an issue.

A complete list of feedback on Identifying Community Safety Issues is included in Appendix D to this report.

2.6 Implementing Crime Prevention Strategies for Domestic Violence and Youth

Presenter:

Inspector Barb Vincent, RCMP

Inspector Barb Vincent provided a high level overview of the RCMP Crime Prevention Services (CPS) to the Workshop participants and introduced the senior officers and staff responsible for leadership and implementation of this service.

A number of initiatives to address domestic violence are underway and include, but are not limited to:

- Low, medium and high risk victim assistance programs
- Low, medium and high risk offender management programs / pre and post offence
- Collaboration with the BC Association of Aboriginal Friendship Centres, specifically the Moose Hide campaign
- Provincial analysis of Domestic Violence rates and occurrences by municipality
- Detachment support for communities with high rates of domestic violence
- Update RCMP Violence in Relationship policy – including Highest Risk terminology
- Jointly created Transition House – RCMP policy
- Embedded Domestic Violence Units (DVU) – with Ministry of Children and Family Development (MCFD) and Community Based Victim Services (CBVS) - North Vancouver (West Vancouver), Prince George, Kelowna, Surrey, Nanaimo + Regional Domestic Violence Unit (RDVU)
- District – yearly - Domestic Violence meetings – best practices and information sharing
- Honour Based Violence, Forced Marriage and Female Genital Mutilation (FGM) awareness
- Early WITS implementation for later in life recall – Walk Away, Ignore, Talk It Out, Seek Help

In addressing the issue of domestic violence three pillars are identified in a strategic plan: prevention, intervention and enforcement, as illustrated below.

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PREVENTION	INTERVENTION	ENFORCEMENT
<ul style="list-style-type: none"> • Moose-hide campaign • BC Lions – Be More Than a Bystander campaign • CTAs to include domestic violence initiatives • WITS • Communications Strategy – internal and external • Honour Based Violence Awareness • Research and Evaluate current and future training opportunities 	<ul style="list-style-type: none"> • First Nations engagement - <i>develop and secure FN champion</i> • Establish and execute 3 year ICAT plan with CCWS - <i>community development, training and maintenance</i> • Establish coordinated data collection plan with all partners • CPS re-organization • Analytical support and direction • PBVS engagement • Establish cross-ministerial committee for strategic direction • Attempt to secure RCMP seat on UBCIC Justice committee • Conduct 2 briefings to FN leaders 	<ul style="list-style-type: none"> • Judicial engagement – Judges, Crown, District Officers, Advisory NCO’s, Detachment Commanders, FNP, RM • ULQA – VIR enhancement – include ‘highest risk’ • Policy enhancement • Establish offender management plan – include RJ if appropriate • Establish Detachment DVI/DVU if analysis warrants same <p><i>Discussion Point: POR service in communities where there are no BC Sherriff’s</i></p>
<p>RESULTS = Downward trends in: Repeat domestic offences - Partner-related homicides - Partner-related assaults</p>		

Inspector Vincent also provided a brief introduction and overview of the RCMP’s strategic initiatives on crime prevention for youth. They are:

- Collaboration with the Ministry of Education / Erase Bullying strategy / VTRA (Violence Threat Risk Assessment)
- SAFE (School Action For Emergencies)
- Youth at Risk check-sheet
- Yearly Youth Mental Health workshops per District
- Yearly accredited Youth Officer Training (YOT)
- WITS (Walk Away, Ignore, Talk it Out, Seek Help)
- BC RCMP Youth Advisory Committee

Additional information on these initiatives is available through the RCMP’s E Division, CPS.

2.7 Sharing Initiatives with Potential

This session highlighted three initiatives, each of which has the ability to be implemented in other FNCs. They included BC Crime Stoppers; Implementing Crime Stoppers in the Tsawwassen First Nation (TFN); and the Williams Lake Indian Band Circle of Strength initiative.

2.7.1 BC Crime Stoppers

Presenter:

- Linda Annis, Executive Director, BC Crime Stoppers



Linda Annis, BC Crime Stoppers, provided a look at the inner workings of Crime Stoppers and how community members can connect with the organization with the confidence that they will maintain confidentiality and anonymity.

Ms. Annis began by stating, “It’s all about trust, and it takes time to earn that trust.”

There are two important facts about Crime Stoppers you need to know:

1. Crime Stoppers are not the Police; and
2. A person’s anonymity is guaranteed

Crime Stoppers are not the Police

Crime Stoppers is an organization of citizens whose mission is to provide a community with a mechanism to protect the health and well-being of its members. Not only is Crime Stoppers not the police, the organization exists to insulate and to isolate members from direct engagement with the authorities.

Crime Stoppers is for people with knowledge about someone who has been hurt, or who might get hurt, or any of a hundred behaviors that might be harmful. Their role is to

provide a safe and secure way to report that information without any obligation to become personally engaged in dealing with the police, RCMP, health services, family services or any other government agency.

Sometimes people don't want to get involved. They don't want the police to come to their house to talk to them. They don't want the people who will get in trouble to know who turned them in. Nobody wants to be exposed in their community as an informant. That's the reason that Crime Stoppers was created.

Your anonymity is guaranteed

If you have information that, when properly handled, might help ease someone's pain or protect your community, you can report that information and be absolutely certain that you will not ever have to be further involved. All that Crime Stoppers wants is your information about the harmful activity. They do not want to know who you are. In fact, they go to great lengths to ensure that they never learn your identity.

Crime Stoppers do not have call display. They do not record your voice. They do not trace calls. They do not trap IP addresses, and they do not ask for your name or email address.

Even if your identity is obvious due to the nature of your report (i.e. you're the only one who could have known the information), Crime Stoppers have trained staff available who will vet and edit the information that actually gets passed on to the authorities to ensure that your identity remains confidential.

Crime Stoppers is a community agency that has come together for ONE reason: to give people a way to report their information anonymously. Their founding principle is to PREVENT the authorities from finding out who you are. They receive tips ANONYMOUSLY and pass them along.

Crime Stoppers' hope is that if people trust them to maintain confidentiality, more information will be reported. Your anonymity is guaranteed, not only by Crime Stoppers and the systems they have in place to protect your identity, but also by the Supreme Court of Canada.

Crime Stoppers cannot, for any reason, be forced to reveal the identity of a person who has provided information to them. No investigator will ever come to your home or try to contact you and you will never have to testify in court.

The fact is that the entire Crime Stoppers organization, one of the largest civilian action enterprises in the world, would collapse overnight if the identity of even one tipster was ever betrayed.

Ms. Annis's presentation was accompanied by a video of a First Nation community member encouraging his fellow community members to get involved with Crime Stoppers, who hope to raise their identity in your community. They hope to clear up any

misconceptions about what they do and how they do it and want to participate in your community events. They would like to host events and to attend parents meetings, elders' lunches and Chief and Council meetings. Crime Stoppers want to participate in strengthening communities and helping to make better places to live and raise kids by contributing what they can to support the health and wellness of your community.

All it takes for trust to take hold is for two parties to reach out to each other. Crime Stoppers are reaching out to your community and believe they can help.

The four ways to reach Crime Stoppers are:

- **Online** (everything you need to know can be accessed at www.solvecrime.ca)
- By **Text** (at 274637, which are the numbers that correspond to 'CRIMES' on your keypad)
- Through the Crimestoppers **Smartphone App** (search for 'tipssubmit' on Google or by using the links on their website)
- By **phone** (and staff is available 24/7 at 1-800-222-8477)

2.7.2 Building a Safe Community through Community Partnerships



Presenter:

- Constable Mike Grandia, Delta Police Department, and liaison with the Tsawwassen First Nation (TFN)

Constable Grandia provided an overview of the policing model used in his role as the Delta Police liaison officer with the Tsawwassen First Nation (TFN). He referred to it as a social work model involving facets of the TFN community and working closely with the Health and Services team.

The liaison officer's role is solely dedicated to the TFN and is supported by other policing sections of the Delta Police Department, as required. He also carries out his duties in plain clothes and in an unmarked police vehicle. While this is the complete opposite to the RCMP FNCPS policy (members are in uniform and marked police vehicles), Constable Grandia felt that it assists his acceptance into the Community.

The liaison officer takes a proactive approach to relationship building and attends the majority of community functions, youth programs and cultural events. Additionally, he attends all critical incidents within the TFN.

Policing the TFN is based on a three-tiered approach:

- Reporting
- Police response
- Restorative Justice, Community Reintegration, Diversion, Court System

From a reporting perspective, there is a lack of reporting crime and related issues in FNCs to the police. Much of this comes from a historical lack of trust in the police that has been well documented over time, and more recently through fear of retribution from those reported on. Some other reasons for under-reporting include:

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- Family and community relationships with the ‘offender’
- Fear of Police and lack of trust within the ‘systems’
- Fear of the court process which can be quite daunting
- Shame, blame or guilt

Additionally, Constable Grandia cited the following with regard to non-reporting of violence against Aboriginal women:

According to the Canadian Centre for Justice Statistics (CCJS) article, Measuring Violence against Aboriginal Women (2013), “76% of non-spousal violent incidents involving Aboriginal women, were not reported to the police” and “69% of Aboriginal women who were victims of spousal violence said they didn’t report the incident to police”.

Reasons cited were:

- *Lack of anonymity when calling 911 or non-emergency police line*
- *Lack of dedicated or trustworthy Police Member*
- *Concern that the offender will be placed in the justice system*
- *Concern MCFD may become involved*

A potential solution to under-reporting was Crime Stoppers, and the fact that they may play a significant role to increase the reporting of violence against Aboriginal women and other criminal activity or related social issues.

Some of the benefits of Crime Stoppers are as follows:

- Callers remain anonymous
- Calls can be directed to community services
- Callers do not have to have direct contact with the police
- Callers do not have to be involved in the court process
- Provides multiple reporting options (refer to the Crime Stoppers website www.solvecrime.ca)

To implement the Crime Stoppers program in the TFN the following steps were identified.

- Ensure community involvement in planning and the implementation process
- Ensure FNC government is involved and aware of the program
- Ensure that Elders have been consulted

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- Consult with other community departments to ensure that the programing is not in conflict with community, cultural and spiritual practices
- Do not force the program on the community and be patient with the implementation process



The Crime Stoppers logo was redesigned to relate to First Nation communities and with a focus on ‘Building a Healthy and Safe Community’ rather than a crime fighting model.

The program and information was also included in Community Newsletters and further distributed through Community signage.

2.7.3 Circle of Strength Committee

Presenter:

- Chief Ann Louie, Williams Lake Indian Band

Chief Ann Louie, Williams Lake Indian Band, presented on the Circle of Strength initiative that is seeing success in their community and is being introduced as an initiative with potential, a practice that could be replicated in other communities.



Chief Louie described the guiding Vision and Mission as follows:

Vision:

Every Secwepemc Nation child has the right to equal opportunity, high quality, meaningful childhood experiences that reflect the culture, language and heritage, are rooted in the community and support engagement in lifelong learning and healthy development.

Mission:

The *Circle of Strength (CoS)* designs an inclusive, integrated and accessible community service system that places children at the centre, appreciates their unique potential, is responsive to families and promotes positive outcomes for children and their families.

The initiative was developed over a period of approximately five years (2009 - 2014) that included:

- A Secwepemc Chiefs Special Forum bringing together 22 communities (2009)
- A three year funding plan from MCFD to begin the project
- The development of a working group to design and formulate the project and monitor the process
- The hiring of a project coordinator and community engagement facilitators
- The selection of two communities for a comparative case study
- Refining the Stsmemelt project's goal and ensuring the project was meeting that goal
- In August 2013, the Stsmemelt Project and community Social Development staff/Community representative created a General Terms of Reference for each community
- In November 2014, the Williams Lake Indian Band put into place the Terms of Reference and changed the name from "Circle of Protection" to "Circle of Strength"

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A CoS Committee was established with the intent to: *serve as a key resource for the Williams Lake Indian Band Social Development plus our sister agencies Knucwentwecw Society and Three Corners Health Services Society.*

The members of the Committee include:

- Chief and Council Representative
- Band Administrator
- Social Development Manager
- Recreation Manager
- Education Manager
- Housing Manager
- Knucwentwecw Society Executive Director
- Knucwentwecw Society Social Worker
- Three Corners Health Service Society Representative
- All other resource representatives when required by the committee. (ex. Mental health, RCMP, probation, etc.)

The Committee meets on a monthly basis, or as needed on emergency cases, to discuss families who may be in need or are asking for the Committee's assistance in regard to specific family matters.

During discussions, all relevant factors are considered in determining the family and child's best interests including:

- The child and families safety and wellbeing
- The child's physical and emotional needs and level of development
- The child's cultural, racial, linguistics and religious heritage; and
- Most importantly, the child's views

To ensure they meet their goal, the Committee's actions and decisions are guided by the following:

- Ensuring the safety of children is paramount
- Collaborate with a delegated worker(s) in the planning for the children at risk of removal
- Identify the child's safety in the community and make recommendations to the appropriate service providers for preventative measure actions, education, etc.

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The Committee has been fairly successful to date and is assisting the Williams Lake Indian Band in reducing the number of children going into care. It has opened the door for members to feel that they have an avenue to go to for assistance and it also has been instrumental in making our staff feel supported in doing their jobs. It has also assisted their sister agencies to get quicker response.

2.8 Identifying and Engaging Additional Resources (panel)

The intention of this session was to provide information to the FNCs and the FNP members about potential opportunities for additional funding and resources for specific positions, projects or initiatives related to the pursuit of increasing community health and safety.

The following speakers from three significantly different organizations presented on their opportunities that may fit the needs of a FNC.

Presenters:

- Emily Gibson, Right to Play, Manager, Play West and Mental Health
- Amar Randhawa, Program Manager, Community Safety and Crime Prevention Branch, Ministry of Public Safety and Solicitor General
- Dave Doig, Director of Grants & Community Initiatives, Vancouver Foundation

The first presentation by this three-person panel was delivered by Emily Gibson from Right To Play:

2.8.1 Promoting Life-Skills in Aboriginal Youth (PLAY)

Emily Gibson provided an overview of the Right To Play organization that was founded in the year 2000.

Its mission is to use the transformative power of sport and play to educate and empower children and youth living in adversity to overcome the effects of poverty, conflict and disease.



Additionally, Right To Play uses sport for development and peace with the intentional use of sport, physical activity and play to attain specific development and peace objectives.

Currently, the organization provides Right To Play programming throughout the world to one million children weekly, 50% of which are female. In doing so they utilize 16,400 coaches, 58% of whom are female.

The PLAY program is described as “An intensive training and coaching program for local youth workers to help them design, initiate, facilitate, measure and celebrate truly powerful and dynamic outcome based programs that use play as the vehicle to educate and empower children and youth.

As a result, the PLAY program:

- Enhances knowledge of leadership, teamwork, community engagement and local youth capacity.
- Enhances skills in communication, problem-solving, working collaboratively, planning, leading and assessing events, as well as building and strengthening partnerships.
- Increases positive feelings and attitudes about self, peers, community, network of support, youth capacity to create positive change and physical activity.
- Increases a sense of self-identity and belonging within the community.
- Increases engagement in, and support of action, to create positive change.

In British Columbia Right To Play is partnered with 21 FNCs and a total of 87 FNCs across Canada. The organization seeks to improve education, improve health, develop healthier relationships and support higher youth employment.

Training workshops, on-the-ground and remote coaching and support, funding, program resources, youth symposium and inclusive sport clinics all play a role to create opportunities for a Community's youth.

Emily cited the following example from the Williams Lake Indian Band of improved education linked to the PLAY program.

"I have seen a significant improvement at school in the children's academic test scores since they have been enrolled in the program. Individuals in the program are much more likely to have their homework completed and returned to school compared to students in the classroom who are not enrolled in the afterschool program"

Classroom Support Worker, Williams Lake

If you are interested in further information on PLAY, Emily Gibson's contact information is below:

Emily Gibson
Manager, PLAY West and Mental Health
egibson@righttoplay.com
Ph. 604-428-8061



Note: Both photos from the Right To Play presentation.

2.8.2 Crime Prevention in BC - Provincial Tools and Resources

Presenter:

- Amar Randhawa, Program Manager, Community Safety and Crime Prevention Branch, Ministry of Public Safety and Solicitor General (MPSSG)

Amar Randhawa spoke of the crime prevention information, tools and resources that are made available by the provincial government; and additionally, the potential of available funding through the Civil Forfeiture Crime Prevention and Remediation Grants Program. The following provides an overview of resources available to FNCs.

The Safe Communities Toolkit:

The provincial government website on Community Crime Prevention provides access to the *Safe Communities Kit* that was developed to help British Columbians prevent crime and increase safety. The Kit includes six publications, as follows:

- An Overview of Crime Prevention and Community Safety Planning
- Identifying Your Community's Crime Problem: A Guide to Needs Assessment
- Getting Your Crime Prevention Strategies Underway: Project Planning Guide
- Splash and Ripple: Using Outcomes to Design and Guide Community Justice Work
- Safe Communities Be Safe Guide
- Working With the Media

The publications listed above can be accessed through the following link:

<http://www2.gov.bc.ca/gov/content/safety/crime-prevention/community-crime-prevention/publications>

The Community Crime Prevention Guide:

The *Community Crime Prevention Guide* can be accessed through the same website link noted above. The Guide provides practical information and resources about the development of crime prevention action plans and includes the following topics:

- Developing the plan
- Mobilizing the community
- Engaging youth
- Implementing a plan
- Evaluations

Preventing Youth Involvement in Gangs:

Of serious concern to many, if not all communities is the matter of gangs, drugs and youth and how to prevent youth involvement in gang activity.

Preventing youth involvement in gangs is a priority. Additional tools such as *The Youth Gang Prevention Toolkit for Community Planning and the Youth Gang Prevention: Quick Start Guide for Community Action* assist service providers, community leaders, and others working to prevent youth from becoming involved in gangs or helping them leave gangs.

The intent of this Toolkit is to provide current information and resources to enable communities throughout British Columbia to develop locally relevant strategies to respond to potential youth gang issues. The Toolkit also assists communities in mobilizing key stakeholders, identifying strengths in the community, and making action plans to utilize assets.

The Wise Practices Toolkit:

This Toolkit is intended specifically for use within FNCs to help with planning for crime prevention.

The purpose of this Toolkit is to highlight and share the successes and lessons learned from the three communities who developed their own culturally based crime prevention activities.

Key Pillars of this Toolkit are:

- Risk and Protective Factors
- Community Engagement
- Needs Assessment
- Action Plan
- From Planning to Action
- Evaluation

All of the above noted toolkits and resources are readily available and intended to assist communities in the development of viable crime prevention and public safety initiatives.

On the matter of Civil Forfeiture and potential funding opportunities, Amar provided the following information:

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- BC's *Civil Forfeiture Act* (CFA) was passed in 2005 and operationalized through the creation of the Civil Forfeiture Office (CFO) in 2006
- Community Safety and Crime Prevention Branch, MPSSG provides one-time only funds for crime prevention projects through proceeds from civil forfeiture.
- Priority for grants are set by government's current strategic initiatives (e.g. VFBC/ anti-gang), crime trends, and consultation with stakeholders
- In 2015-2016 over 7.3 million dollars - the largest ever one-time grants, was invested in community crime prevention and victim services in BC as follows:
 - Over \$5.6 Million in civil forfeiture proceeds
 - \$1.7 Million in criminal asset management fund proceeds
 - 323 grants provided to communities around BC.

For follow-up or questions, Amar Randhawa's contact information is below.

Ministry of Public Safety and Solicitor General
Amar Randhawa
Program Manager, Community Safety and Crime Prevention Branch
(604) 660 - 3697
Amar.Randhawa@gov.bc.ca

2.8.3 The Vancouver Foundation

The final presentation of this session explored the opportunity to access grants provided by the Vancouver Foundation, and was presented by Dave Doig, Director, Grants & Community Initiatives, Vancouver Foundation

Mr. Doig provided an overview of the Vancouver Foundation and its history that started in 1943 with a single gift of \$1,000. By 2017 the Foundation manages more than 1,800 endowment funds and has granted more than \$1 billion to BC communities.

While much of the annual income generated by the Vancouver Foundation is already pre-determined, there are discretionary funds available and accessible through a Field of Interest Granting Program based on the following criteria:

- Listed by Canada Revenue Agency as a 'Qualified Donee'
 - Registered Charities, plus other types:
 - Intermediary relationships are allowable:
- The project is considered to be a 'Charitable Program Area'

Additionally, proposed projects also need to fit the Field of Interest Granting Program's guidelines. The Board's direction continues to support innovative projects that address the root cause of complex social issues in ways that lead to systemic change that drives

social innovation. Over time, this will help to develop healthy, vibrant and liveable communities.

The Vancouver Foundation will review all grant applications according to the following criteria.

Is the Project:

- Socially Innovative?
- Meaningful?
- Measureable?
- Viable?

Much more information and resources are available on the Vancouver Foundation's website at www.vancouverfoundation.ca/grants including:

1. General granting guidelines
2. Field-specific guidelines
3. Case studies
4. Application guides (Develop, Test, Grow, Research)
5. Contact information

For interested First Nation Communities, Dave Doig suggested contacting the Vancouver Foundation directly at:

Vancouver Foundation
Suite 200 – 475 West Georgia Street
Vancouver, BC Canada V6B 4M9
Tel: 604-688-2204
Email: info@vancouverfoundation

2.9 Combatting Human Trafficking

Presenter:

- Corporal Jassy Bindra, Human Trafficking Awareness Coordinator, Pacific Region, RCMP

Corporal Jassy Bindra started day three of the Workshop with a vibrant and passionate presentation on Human Trafficking that gripped the attention of everyone in the room.

She opened her presentation by explaining what human trafficking is and how it is cited under the Criminal Code of Canada. Global statistics indicate this criminal activity is an annual \$150 billion dollar business (\$411 million per day). This equates to 21,000,000 victims annually. Closer to home, it is believed that there are some 100,000 slaves in North America.

Corporal Jassy Bindra's presentation related Human Trafficking factors specifically for Aboriginal people, as follows:

- Colonialism – loss of land, traditional employment and cultural practices, social exclusion, racism
- Residential schools – physical / sexual abuse, devaluation of culture and language, leading to a person's internal devaluation
- Historical distrust of non-Aboriginal community and the police

These factors also led to the vulnerability of entire communities in terms of:

- Higher incidents of physical, emotional and sexual abuse
- High unemployment
- Lower education levels
- Poorer health
- Lack of employment opportunities in remote communities; and
- Becoming disconnected from family and community when a person moves to a city or is put into care

Corporal Bindra also provided information directly related to Aboriginal Women and Girls citing 2006, 2009 and 2014 statistics from Statistics Canada, as follows:

2006

- 40% live in poverty
- Half of female single parent families lack stable housing which leads to frequent displacement

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- At higher risk of experiencing violence and abuse - the spousal homicide rate is eight times higher than that of non-Aboriginal women
- Higher risk for alcohol or substance dependency
- 75% of Aboriginal girls under the age of 18 are sexually abused

2009

- 13% (67,000) Aboriginal women aged 15 or over reported being victims of violent crime in the past 12 months
 - This is three times higher than non-Aboriginal women
 - 63% of these women are aged 15 to 34 - yet that age range only accounts for 47% of the female Aboriginal population
 - 76% of these incidents are not reported to police
- (<http://www.statcan.gc.ca/daily-quotidien/110517/dq110517b-eng.htm>)

2014

- Three times higher rate of spousal violence
 - Double the rate of severe spousal violence (sex assault, beaten, choked, gun/knife)

It is clear from the statistics that Aboriginal women are much more likely to be a victim of violence and abuse.

Corporal Jassy Bindra encouraged the delegates to be aware of the potential for Aboriginal women and girls who may be vulnerable to Human Trafficking and to report any activities they believe may be suspicious.

Corporal Bindra also advised that she is available for further discussion at:

Corporal Jassy Bindra, RCMP
E Division Human Trafficking: 778-282-1215
Jassy.bindra@rcmp-grc.gc.ca

2.10 Strengthening FNC - RCMP Relationships

Presenter:

Corporal Jen Collins, Prince Rupert Detachment, RCMP



Corporal Jen Collins works in Prince Rupert with the Coastal Policing Unit and provides FNP services to the communities of Lax Kw'alaams and Metlakatla along with two constables, making a team of three officers.

Corporal Collins's presentation provided an overview of how she and her team have been working with their communities to improve relationships and to encourage community involvement.

An important part of working in the community is getting to know the people and that helps to better understand their needs, wants and expectations. As a team Jen and her colleagues work hard to ensure that they are involved in as many community based events as possible, and strive to work with their partner organizations on other initiatives as well.

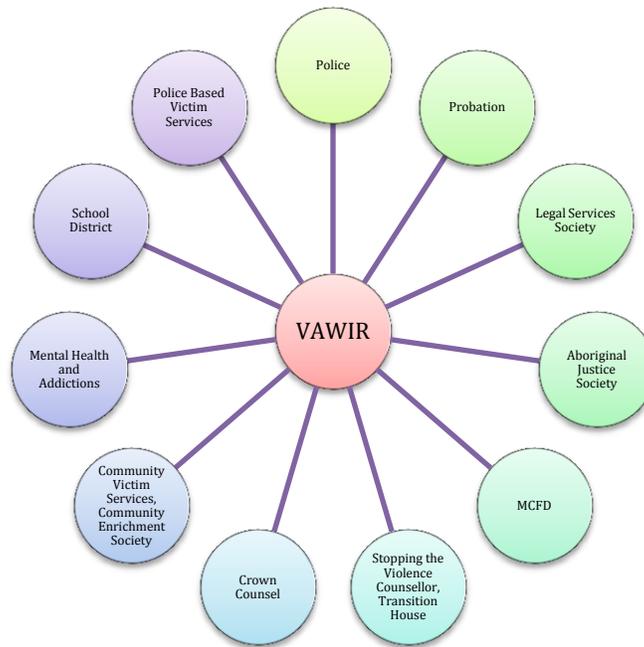
They spend countless hours in the school, which is a hub of the community. Some of the time spent in the school is on structured programs like DARE (Drug Abuse Resistance Education) or the anti-bullying WITS program (Walk away, Ignore, Talk it out and Seek help), and sometimes it's just hanging out with the kids. Within the village itself, they work with the following partners:

- Band Council
- Grandmothers Group
- The School
- Rec Centre
- Health Clinic
- First responders/fire hall.

They also have access to supports outside of the community by bringing in resources and partners such as the Transition House, victim services, etc.

The FNP team are also part of the Violence Against Women in Relationships Committee (VAWIR) with other partners as noted in the following graphic.

VAWIR Committee



DARE Program, Coast Tsimshian Academy



Each year the FNP team teaches the DARE program to their community kids, and they also work on the WITS program with the younger kids. Time is also spent going into the younger grade classrooms and spending time reading to the kids. Last year they finally completed a project that they did in conjunction with Rotary and the Write to Read program in which they were able to bring a new library to the Coast Tsimshian Academy.

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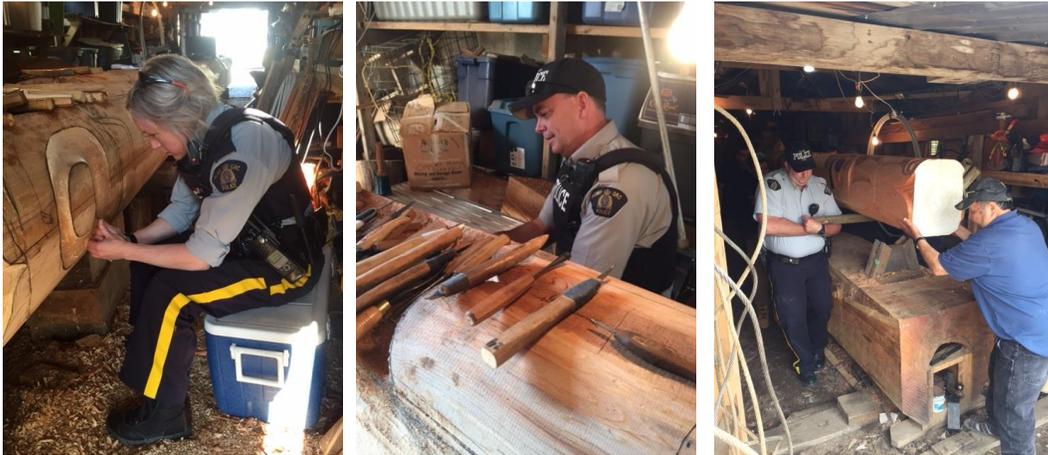
They involve the kids in games and look for every opportunity to get them engaged in positive community activities.

Corporal Collins effectively used photographs in her presentation that spoke much louder than words. The following images speak for themselves.

Community Events and School Involvement



Community Knowledge



All of the FNP members have been involved in carving a portion of the cedar pole that will be put up at the school in Lax Kw'alaams. The 40 foot pole will be erected outside the school and there is a smaller 12 foot pole that will be raised inside the school.

Community Engagement and Kids Camps



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The FNPP members are also involved in the canoe journey, children's camps, community support and program awareness and partnerships. As expected, with such an effort in community engagement, there are strong police - community relationship in Lax Kw'alaams and Metlakatla.

Corporal Jen Collins can be contacted as follows:

Corporal Jen Collins,
Prince Rupert RCMP
250-627-0700
250-625-3400
778-884-1264

2.11 Aboriginal Community Safety Planning Initiative (ACSPI)

Presenter:

- Kevin Plummer, Public Safety Canada

Kevin Plummer, Public Safety Canada (PS), provided an overview of PS's Aboriginal Community Safety Planning Initiative (ACSPI).

The initiative was created in 2010 as a component of the Government of Canada's \$25M investment (over 5 years) to address the disturbingly high number of missing and murdered Aboriginal women. Subsequently, Budget 2014 committed an additional \$25 million over five years to continue efforts to reduce violence against Aboriginal women and girls.

The intent of the program is to ensure that Indigenous communities are supported in identifying risks to their community safety, and in developing Community Safety Plans (CSPs) to address those risks.

Through the ACSPI, and at the request of the community, PS provides a trained facilitator to work with core members of the community in the development of a CSP. The core members are supported as they identify safety challenges, community strengths, goals, and ultimately develop their path to a safer community. *As the plan is developed by the community, it reflects their unique circumstances and is responsive to the specific needs of the community.*

Kevin explained the elements involved in developing a Community Safety Plan that includes the following steps:

1. Communication between Indigenous community leader and Public Safety Canada
 - Including First Nation, Inuit and Métis communities, as well as those in urban centres
2. Commitment from the community leadership
3. Assembly of a core group & mobilization of the community (building optimism for the process and hope for positive outcomes)
4. Virtual engagement of the core group (by PS) to determine readiness and identify underlying issues
5. Facilitation of workshops with the core community group
6. Mapping out community objectives and the path toward a stronger future – developing the CSP; and
7. Staying on track

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To date, PS has engaged with over 90 Indigenous communities, 24 of which have completed CSPs and are in various stages of implementation. PS has been able to continue to fund communities that have identified innovative ways to move forward with an integrated approach to implementing their plans.

As well, 10-12 communities have agreed to work with PS on a collaborative pilot project to enhance the communities' ability to implement their safety plans; and five communities have started this work in BC, Saskatchewan, New Brunswick and Manitoba.

Handout material was provided to all delegates on this initiative and communities interested in Community Safety Planning should connect with the appropriate officials at PS.

The following presentation on community safety in Takla Landing by Constable JR Gohn, received assistance from PS to assist addressing their community challenges and is an example of the implementation of a CSP in a FNC.

2.12 SpecTakla - Takla Landing Community Safety Initiative

Presenter:

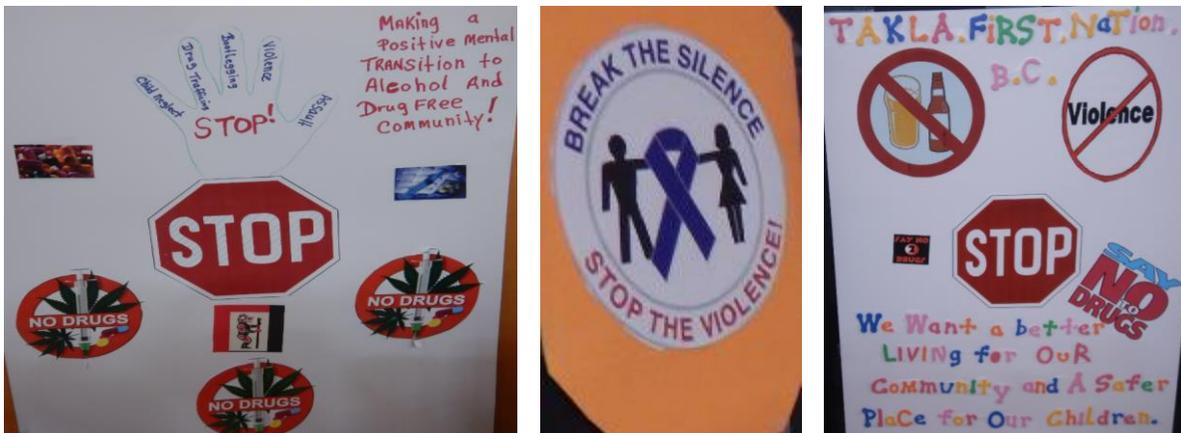
- Constable JR Gohn, RCMP FNP member, Takla Landing



Constable Gohn or JR, as he prefers, introduced the delegates to both the beauty and the remoteness of Takla Landing, where he lives with his wife.

Apart from the community safety and law enforcement aspect of being the FNP member in the community, his arrival was about getting involved in the day-to-day life in Takla Landing. Through that, he saw Takla as a positive community that also wanted to create a safer environment for everyone. By breaking down barriers through community involvement, JR and the community have worked together to create a stronger Takla. That involved community members identifying the public safety challenges they faced and working together to address those issues.

Like Corporal Jen Collins, JR used pictures to speak of his experience in Takla Landing. The following provides an inside view of the challenges he and the community identified and the work that had to be done.



The community and JR worked together with other partners to address such issues as violence, alcohol and drug addictions, and bootlegging. In doing so they implemented a number of specific violence prevention and police lead initiatives.

They also gave the initiative a name: SpecTakla!

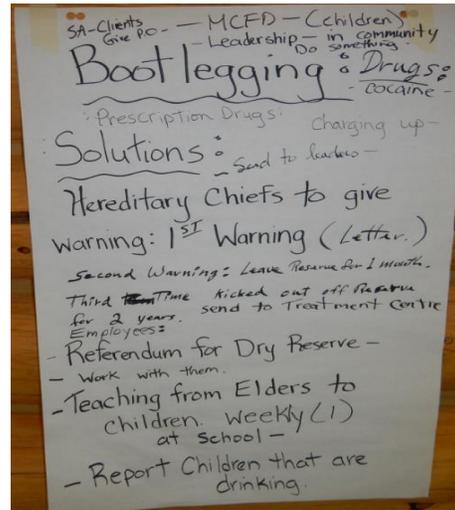
Their strategies included engaging everyone in the community, from elders to youth; SpecTakla cultural days and cultural camps; the DARE program; implementing a men's group; the firewood program; animal control; safety talks; and Restorative Justice.

JR also spoke about the subtle difference working with people, and doing a day's work with someone. The latter allows you to work with another person towards a common goal and to really get to know each other. This works to break down barriers and build bridges.

JR and the community continue to maintain their current initiatives and explore new projects as they move forward.

In closing, JR provided results on how the community's efforts paid off. A review of violent crimes against Aboriginal females during a 12 month period spanning 2015/2016 found that:

- The number of violent crime reports against aboriginal females in the Takla Landing jurisdiction decreased 56.52% compared to the same period in 2014/2015
- Domestic assaults against aboriginal women in Takla decreased 72.73% compared to the same period in 2014/2015



Creating a Stronger Takla



At the conclusion of his presentation, a First Nation community delegate praised JR's presentation and his actions in Takla Landing, and called for someone like him in his community.

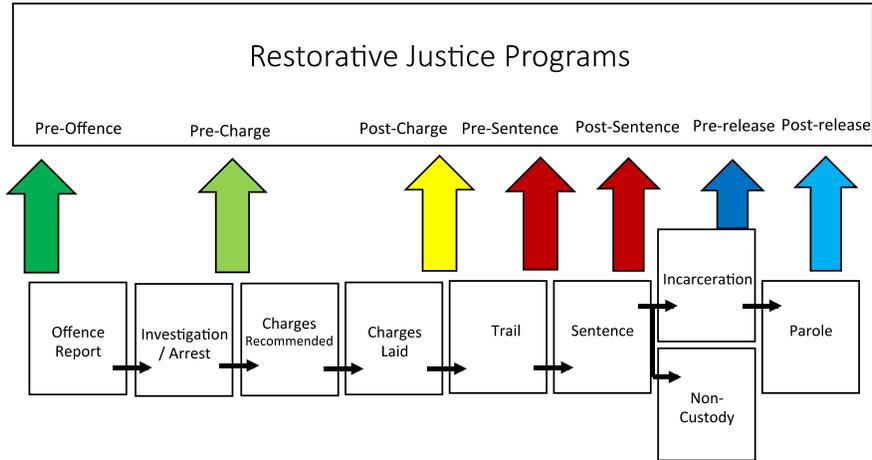
2.13 Restorative Justice Programs

Presenter:

- Sergeant Gus Papagianis, NCO responsible for Crime Prevention Services, E Division, RCMP.

Sergeant Papagianis spoke passionately and implored everyone to spend time with their children, to re-engage in family meals, to gather around the dinner table, to talk and be respectful, to help others where possible, and not to give in. He also spoke of a criminal justice system that doesn't work and that restorative justice programs could provide an alternate and workable option.

He provided the following graphic and explained that it was important to note that Restorative Justice is not a single program, but is rather an approach in responding to crime that can occur at various entry points along the traditional criminal justice process, from pre-offence to post-release from an institution.



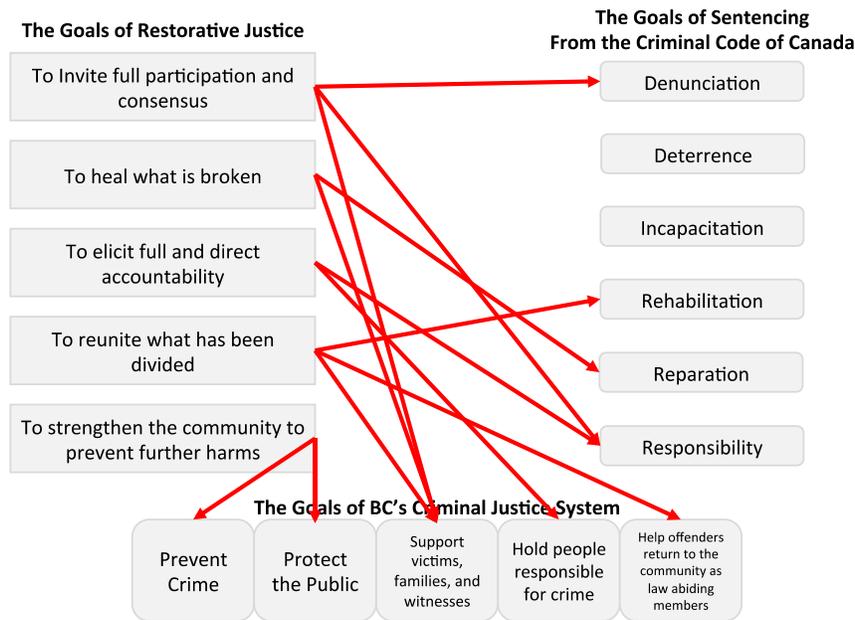
He also provided the following comparison between restorative justice and the traditional justice model.

Restorative Justice	Traditional Model
<ul style="list-style-type: none"> • Inclusivity 	<ul style="list-style-type: none"> • Controlled by the State
<ul style="list-style-type: none"> • Based on Respectful Dialogue that allows everyone to express what the crime means to them 	<ul style="list-style-type: none"> • Lawyers Speak on your behalf/dispute the facts
<ul style="list-style-type: none"> • Promote accountability, healing and constructive solutions 	<ul style="list-style-type: none"> • Finding people responsible for crimes and administering the appropriate punishment

Sergeant Papagianis went on to explain that:

“Restorative justice is often described in terms of what it is not, or how it is different from the traditional criminal justice system. This is helpful for understanding restorative justice, because it provides a comparison against something that many of us are already familiar with. At the same time, however, it can make those from within the criminal justice system wary of a philosophy that is seen to be opposed to the system they work within. This should not be the case, since although the processes are very different, and the goals are distinct, there is much that can be reconciled between restorative justice and the criminal justice system.”

Sergeant Papagianis provided a list of the goals of the Criminal Justice System in British Columbia, which provide support to police detachments and restorative justice programs and a list of goals of sentencing from the Criminal Code of Canada. Both sets of goals are similar and compatible.



Sergeant Papagianis then reviewed the five goals of restorative justice as described by a restorative justice scholar. While the language is different, each goal contains elements that are very compatible with aspects of the goals of criminal justice.

The first goal, to invite full participation and consensus, describes how the process should work. It suggests that if the process is inclusive and arrives at a consensus, there has been success, regardless of what the outcome is. Similarly, even if the process produces good results in other ways, it cannot be seen to be successful if it was not inclusive, fair, and reasonable. While this goal does not seek specific outcomes, inherent in it are

elements of denunciation, promoting a sense of responsibility in offenders, and supporting victims, their families, and witnesses.

For denunciation, it does not rely on the state to tell society the act was wrong, it relies on all those who were affected to come together to denounce the actions that caused harm by explaining how they were affected. It even calls on the offender and his or her support group to acknowledge that what was done was harmful. In doing this and in asking the offender to participate fully in the process and come to a consensual solution, it promotes responsibility. Finally, by including victims and their families, and expanding the definition of what it means to be a victim, restorative justice supports victims in ways the criminal justice system does not, meeting needs that would otherwise be left unaddressed.

The second goal is to heal what is broken. This encompasses some of what the criminal justice system hopes to achieve by supporting victims and providing reparations, but it goes even further. Healing addresses all the needs of victims after a crime, in addition to support and compensation. These needs may include having answers to their questions, explaining their side of the story, receiving acknowledgement, feeling safe and supported, receiving restitution, and gaining a sense of control. This healing also extends beyond the direct victims to include community members and other affected.

The third goal, eliciting full and direct accountability is compatible with the criminal justice system's goal of holding offenders responsible and promoting responsibility in offenders. Again, rather than the state acting upon the offender through the coercive power of the criminal justice system, restorative justice seeks to get offenders to accept accountability. There is a key difference, in that the criminal justice system's goal is to find the person responsible for a crime, prove he or she was responsible, administer an appropriate punishment, and get the offender to accept that punishment and link it to the crime, whereas restorative justice's goal is to have the offender explain his or her role in the crime voluntarily, accept that harm occurred, and enter into a new obligation to repair the harm. Accountability from a restorative justice perspective requires the offender not just to admit that he or she was responsible for the act and accept a punishment, but to actively try to meet the needs of the person or people harmed.

The fourth goal, uniting what has been divided, can be seen to include the goals of rehabilitation and helping offenders return to their communities as law abiding members. Restorative justice recognizes that offenders are often divided from their supports and their communities as a result of the harm they have caused. Reintegrating offenders into communities can achieve some of the goal of uniting what has been divided. The goal is larger in scale than simply the offender, requiring a focus on all relationships that may have been affected.

The final goal of restorative justice is to strengthen the community to prevent future harm. This reflects some of the main goals of the criminal justice system, to prevent crime and protect the public. Whereas the criminal justice system seeks to use the coercive power of the state to deter people, change them, or simply keep them away from society, restorative justice seeks to enhance the community's own strength to prevent crime and keep people safe. Although it is the last of the goals of restorative justice and

represents the primary goal of the criminal justice system, the importance for our purposes is in recognizing that it is a shared goal. For the police, as agents of the criminal justice system, this particular shared goal is strong way to justify our involvement in restorative justice, especially since there is reason to believe that restorative justice may in many cases be better suited to prevent future crime and harm to communities than are the other avenues of the criminal justice system.

In closing, Sergeant Papagianis demonstrated that the restorative justice process accomplishes the following:

- A high degree of satisfaction
- A high compliance rate
- Lower recidivism
- Improved relationships between participants
- Victims feel safer
- Improved empathy/understanding
- Improved school – community relations
- Improved police – community relations
- Impacts on behaviour management

Restorative justice was a topic of significant interest to Workshop participants, many of whom would like to continue the dialogue and receive more information of the subject and its broader implementation.

This concludes the record of presentations and delegate breakout activities.

Appendix B:

Delegate Introductions

The following lists the delegates' words and comments recorded during the individual introductions at the opening of the Workshop activities.

- Innovation
- Networking
- Trust
- Follow-up on discussions
- Creating dialogue
- Enhancing relationships
- New innovative ways of serving FNCs
- Communication
- Resources
- Justice strategy
- More police resources
- Better justice system
- Co-policing (cultural awareness from detachment regular members)
- Working together
- FNP members - general duty
- Youth
- Working collaboratively
- Sharing experiences
- Short term duration posting
- Respect from RCMP
- Remote community - RCMP presence
- Learn
- Historical issues - gaining trust
- First Nation teachings
- Treating with respect and dignity
- Relationship building
- FNP member duration
- Networking
- Equality with GD members
- Community involvement
- Restorative justice
- Understand gifts we have been given from ancestors
- Oral society
- Access programming/funding opportunities for remote communities
- Respect from both sides
- Issues for urban reserves
- Funding for FNP members
- Cultural teachings

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- Racism from both sides
- Relationship protocol - implementing
- Connections with (roots/people)
- Important to build relationship with FNP and GD members
- Understand what works in your community
- Youth - planning for next leaders
- Impact of residential schools
- Links with Truth and Reconciliation
- What are future opportunities?
- Calls to action
- Appreciation for the opportunity to come together
- Renewed vision
- Reconciliation
- Take what we learn here and apply at home
- Synergy (achieved through mutual trust and understanding)
- Relationship/understanding is critical to success
- Listen
- Ideas to address drug problems in community
- Support to FNP officers
- Cultural teaching that we speak for those who can't speak for themselves
- CTA positions should be a minimum 3 year post
- Drug trafficking/issues in FNC - need to protect the whole community from issues with drugs
- Learn about successes and apply to own community
- Drug education for youth
- Development of LOE
- Make new connections
- Plant seed in youth of love, strength and wisdom
- Honesty
- Drug and alcohol issues
- Takes a community to raise a child - let's work together and make it happen
- Breaking down barriers
- Opportunity to gather more often
- Willingness to listen and hear
- Learn about successes, CCG, RCMP orientation, involving youth, etc.
- Importance of learning about colonization and residential school affects
- Importance of all communication resources sharing information
- Working toward the future
- Treaty - knowledge of history
- Although each FN is different we have a common goal
- FNP officers willingness to be in community is key to being accepted by community
- Gather information and gain insight
- Increasing referrals to restorative justice
- Strategy to mitigate the learning curve for new RCMP members
- Be bold

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- Think outside the box
- Looking at stewardship and traditional laws - improving enforcement of
- Appreciation
- Humour builds acceptance and trust
- Community safety - building support in the community
- Bettering communication - safety
- Build safe, healthy and prosperous community
- Decriminalize the paradigm (generational change)
- Welcoming the “butterflies”
- Mending historical relationship with RCMP
- FNP has helped build trust and relationship
- Accountability under agreements
- Be mindful of youth
- Bring back elements of our own traditional law systems and merge with conventional western criminal law - nation based

Appendix C:

FNPP Renewal Update

Delegate feedback from the Renewal Update breakout groups was collected on the following topics: FNPP member duties; engagement on the CTA renewal process; CCGs and LOEs; and infrastructure and office space.

The words and comments noted below are written exactly as noted on the flip charts. Words in parenthesis have been added for clarity only.

TOPIC #1 FNPP MEMBER DUTIES

- FNP to report to FNC
- Re-motivate traditional methods with the FNP and Western laws
- Team participation and communication on crime prevention
- Encourage and facilitate alternate measures; healing circles, community events
- FNP should be involved as there is already established trust
- Create opportunities for story telling and ceremony
- Listen, not just reply – need to be heard, not just listened to
- Develop personal connections and learn unique FN issues and understand roles as people
- FNP not to fix, but to assist
- Meet regularly with Chief and Council for CTA's to understand each other's roles
- Reporting and respond
- Lack of understanding from GD members – removing them puts FNC at risk
- Like them to do (work full time) in your communities
- More officer opportunity to work in community without limit
- Knowledge of addictions
- Community awareness to (of) 'core policing' police
- Vacancy fill to (for) FNP officer – a fill in – mentorship to (with) replacement officer
- Extra training other police to CTA needs and cultures
- More presence – 'be in the community'
- Transition = fill the vacancy
- What FNP members do more of – be there – participate – transition process – other events – north area
- Dedicated or supplemental?
- Dedicated to the FNC and their LOE
- Patrolling the community (presence) – evening!
- Neighbourhood walk
- Participation in community events
- Know the history of the FNC they are in PLUS the history of policing in that community
- Youth programs like DARE

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- Cultural awareness programs – ONGOING (orientation)
- Continue engagement with Chief and Council – priorities, initiatives, concerns, continual changes
- Advocacy to appropriate partners / contacts specific to concerns at the time
- Be in office on reserve – if space is made available, USE IT - \$ compensate as per agreement
- New working equipment for community safety officers to communicate with
- Officers to stick to schedule on reserve
- Community safety and police to share contact info and schedules
- GD members respond to the reserve, training for telecoms to know that a CC offence on reserve is still a CC offence to respond to
- Have a reporting mechanism that the FNP member is aware of all files on the reserve even ones they do not attend
- Ensure reporting to chief and council on all GD/FNP (all) files
- Report bad behaviour of PO's – don't stay silent if you see something inappropriate – “be bold” in the first instance
- Keep positive culture
- Recruitment of right fit candidates
- RM's need to understand CTA too!
- Youth program
- Annual training
- District level training
- Communication
- Crime prevention
- Schedule flexibility
- Approachable
- Networking / resourcing
- Orientation / GD / Chief and Council
- Community involvement
- Management support - supervisor/Detachment Commander understands (liaison between FNP and rest of detachment
- Not pulled into GD pool
- Educate - culture awareness - understanding and sensitive - involvement - proactive and reactive
- Community responsibility too
- BCRs / LOE
- Involved in LOE development and reporting
- Must support the LOE
- Meeting with the other Bands that the CTA person is shared with
- Operation plans
- Appropriate training for the community - for example, in a community where they dealt with a forest fire or house fire, there was no one there to do the fire inspection after. The RCMP member should be able to get training to assist with this
- LOE development
- Collaboration with neighbours, jurisdiction and service providers

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- Networking with others to learn and bring back to the community
- Return phone/text messages
- Come to community events
- Meet students at the schools
- Stability and smooth transitions when they have to happen
- FNP officer respects the community and the community respects/trusts the FNP officer
- More interaction with the community
- Ride bikes
- Work with baseball, e.g. sports programs
- More alternate measures / diversion referrals
- Consistency key
- Longevity not there
- Introduce officers and explain role at community events
- Have to engage everyone
- Quad patrols - LOEs / demonstrate safety
- Consistency with justice programs and follow-up is key
- Explore restorative justice practices within aboriginal communities before placement
- Do daily drop-ins
- Get out of vehicle
- Cultural training before deployment
- Knowledge transfer - officer to officer - (include in CTA)
- Hold RCMP accountable for content of CTA agreements
- One method is the LOE
- Regional office staff to explain program in community
- Nice to have note from officers in newsletter and stat's on what is happening
- Creates accountability and back and forth
- Officer to come to open Band meeting
- Always be in uniform but leave guns and weapons in vehicle
- Policy in uniform must wear gun so when attending cultural events no uniform

TOPIC #2 HOW CAN WE ENGAGE YOU IN THE CTA RENEWAL PROCESS - WHAT WOULD YOU LIKE TO SEE

- Double duty of FNP (GD)
- Want say in agreements – negotiations – don't want templates
- Want follow-up after agreements have been signed
- Living document (LOE)
- Way to ID FNP responsibilities so everyone knows what would be appropriate to call them as
- Want Truth and Reconciliation incorporated and aligned in Agreements
- Who is responsible for CTAs?
- Follow relationship building protocols
- Semi-annual reviews on what's working

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- Education into program and partnership
- Current v's historical government engagement
- Streamline paper process – CTAs
- Nation to nation basis
- Appropriate government leadership involvement and FNPP to attend
- Need service providers (RCMP FNP) present at implementation tables
- Quarterly meeting schedules to include all stakeholders
- Ongoing communication
- Review existing CTAs for best practice; build from that platform
- Develop formula for per capita/ratio (communities are lengthy distances apart)
- Look at resources for what makes sense geographically
- Tribal councils have different needs within / TC can represent 2 Det (Detachment) areas
- Service provided for communities with CTA – expand if CTA's are signed in other (adjacent) communities
- Go under the assumption that the CTA has not been read as council/chief maybe new – explain acronyms, history...all – understand the demographics of communities when explaining CTAs – all bodies understand it in a respectful way
- ENGINEER THE PROCESS TO BE SIMPLE
- Backfilling - how is this spelled out? - NO VACANCIES
- Traditional laws - integration
- Find someone who has a successful CTA to help develop new one
- Funding - # of positions / training funded
- Support - capital - office / housing / travel / budget for cross cultural training / equipment funding
- Spell the funding out in more detail
- Collaboration with neighbours - make case for own Detachment - bringing groups of communities together - ways to talk about what's in them (communities)
- Participation in traditional ceremonies
- Long term (permanent)
- Living document
- Input into who is your CTA (FNP) member
- What are the best methods for gathering info for CTA discussions / community discussions
- In person discussions - interviews
- Funeral processions
- The agreement should not be a SURPRISE
- Don't assume that everyone knows what a CTA is. Don't assume they know why it is important
- Community involved in the cultural training and this needs to be funded
- Go where things are happening
- Informing of existence of agreement necessary
- Agreement of communities with contents
- Splitting member not acceptable
- Should be some negotiation
- Communities should have a choice

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- 6 officers for 7 communities - need regional meeting
- If sign agreement harder to show need
- Need room for amendment and ability to change
- Clause allows communities to renegotiate based on need
- Agreements with some Bands not Nations
- Dispersment (deployment) should be based on Nation and geographic location - not Band/Reserve but regionally with Nation
- Flexibility is key
- Resource allocation study being presented by RCMP
- Economy of effort/scale
- **WHAT CAN WE AS ABORIGINAL LEADERS DO TO SUPPORT RCMP IN OUR COMMUNITIES**

TOPIC #3 - CCGs AND LOEs

- Need decision makers at the table
- Hard to fill CCG lead position
- “Consultation” may have negative connotation
 - o Collaboration?
 - o Engagement?
 - o Communication?
- Need to go with what works for FNCs
- Challenge to find members – capacity
- Engage dialogue with FNC’s anywhere
- Need accountability on LOEs
- Need awareness on LOEs existence
- Can’t just be a check box
- LOE Priorities – LOE a growing (living) document
- Same community members at CCGs = busy and can’t form a CCG
- Presence
- Territorial CTAs should include tribal council
- LOE’s a living document
- An LOE for each community with the territorial CTA boundaries
- CCG is not just a checkmark, it is a true process and purpose
- Share knowledge between communities and well functioning CCG’s
- Contact list shared
- Budget for agreement allowing initiatives contained in CTA to function over the course of the CTA (Plan what is required, budget allocated remains in place)
- Formalized long term assistance / support to ensure CTAs/LOEs are current / researched / appropriate – support only for long term success (web page guidance, personal contact)
- Name change (CCG)
- LOE - develop with council
- ED78 reports - quarterly to all chief and council
- Detachment management present

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- CCG - Chief and Council, Detachment management, open to others (community open input) - not a Chief and Council meeting but a CCG meeting so that community can attend and add info to it
- Integrated agency meeting - interagency
- Are there any checks and balances to make sure the LOE is being adhered to?
APP - Detachment level target to ensure we are on target
- LOE - makes sure we are on target
- Measurables at RCMP not the same as the measurables at the Band level
- Buy in from Detachment
- Understanding at all levels
- Advocate for more funding - stretched very thin currently
- Training and direction for the CCG - what's it all about and what is the goal? - hospitality
- Everyone's time is important and needs to be compensated for
- Supervision - supervisor / managers need to know the program - District Advisory NCO trains management
- Need training
- Who will facilitate
- Cost
- Youth involvement needed
- Not unique to First Nations / Inuit communities
- RCMP needs to help support
- Can depend on Band Council members
- Getting right people is critical
- Capacity issues in RCMP
- Rarely have overlap
- No coverage when on leave
- Some commanders don't want to attend or be involved
- When issues call district office
- Band office should have an up-to-date contact list of Detachment and senior management - more than once a year
- No follow-up
- System larger than the person
- Have to have a plan
- Look at additions first - then narrow in on issues
- Look at the root cause of issues
- Need to look at police as people not a uniform
- Detailed implementation plan needed
- New officers need to learn the cultures and traditions of the community they serve
- Who decides who comes into the community
- If police service not a program can build ranks within - not possible now
- Need to create levels so officers can progress and stay in program - RCMP working on
- Sometimes communities do have a say and should
- Need to anticipate turnover in agreements
- Demographics change

TOPIC #4 - INFRASTRUCTURE

- Facilities too far away from FNC
- Need for places to meet
- Facilities often have other uses
- Community: office at health or Band Office
- Justice Rep / community group
- Ability to work at/in community – laptop = wireless
- ‘Open’ communication with FNP
- 911 services for remote communities (to maintain confidentiality)
- Encrypted radio frequency
- FNP to help support local community needs – needs high visibility office space
- Private interview / meeting facilities
- Self care facilities for FNP member (de-stress)
- When office space is provided, use it, and compensate if it has been agreed to
- Lack of office space in band office even for own employees
- Location (visual) is key (used)
- Have set schedule for office to be used / post it – members need to know when their police officers are in
- Accountability – check ins when on reserve
- Schedule, office, (protected) budget = accountable
- Want to know budget for each community, what is it, helps and holding police accountable
- Funding / resourcing
- Unclear language on who deals with office space
- If office was available in the community would see the member more
- See the members more with space available for them
- When the office space is there, increases visibility and it’s normal to see police around when the cars are parked there, etc.
- Technology - have to meet the technology needs - funding for technology and equipment
- FNP only equipment
- Membership - doesn’t want the RCMP office in Band office
- Office space but no lease because no flex in agreements
- Benefit; more visibility / relationship
- Sharing office space with other related social services
- Parts of community a lot more interaction
- Some space but small - need funding to put all related services together
- Taking office space from health
- Better flow/access to information
- Rules about needs for office space
- 100% non compliant

Appendix D:

Community Safety Issues

Included below is the delegate feedback recorded during the Community Safety Issues breakout activity. As noted previously, all comments use the exact words as captured by the group facilitators.

- Response time for remote communities
- Reserve being too close to urban areas
- Community cooperation
- Reporting to community member instead of RCMP
- Gangs and organized crime
- RCMP duration of postings
- Misunderstanding of cultures between RCMP and community
- Technology out of date or none existent
- Understanding of FNP duties
- Language barrier
- Historical issues
- Negative media coverage – negative participation
- Coordination of messages between RCMP and FNC to media
- Shift schedules to remote communities
- RCMP chain of command and incident protocols
- Acknowledgement between leadership to leadership
- Youth programming
- Know what's available (from RCMP, etc.)
- Drugs
- Drinking and driving
- More implementation of restorative justice
- Profile offenders in communities
- Media and social media
- Public drinking
- Fear of speaking out and reporting
- Places for youth to go
- Safe place/house for community members
- Having appropriate facilities for court
- Assuring privacy on police radios (encryption)
- Effective communication equipment and cell service, limited access to phones
- Gangs
- Lack of police presence
- Response time
- Insufficient info on maps, location of houses, land, etc. – not just for police but also for ambulance and other first responders
- Fire protection
- Break and Enters
- Misuse of firearms

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- Child neglect
- Non-Band members in Band housing
- Drugs
- Dumping
- Traffic - speeding, parking
- Trespassing
- Animal control
- Animal cruelty, neglect
- Cross community criminal activity
- Fentanyl
- ATVs - helmets
- Drug running - BC Ferries
- Pacific Coastal airlines - ne security
- Graffiti
- Underage drinking
- Vandalism and littering
- Higher levels of policing need to respect and use protocols
- Bootleggers
- Gangs
- Theft
- Squatting
- Grow ops
- Domestic violence
- Trust / violence
- Reaction to events, not prevention
- Offender re-integration planning and consistency on conditions for return
- Re-location of offenders to other communities (just moves the problem, not solving it)
- Cross border arrivals of offenders

Appendix E:

FNPP Workshop Survey Feedback (January 17-19, 2017)

39 surveys were completed and submitted from a possible maximum of 89 (58 First Nation and 31 RCMP delegates). A 44% return rate.

The responses indicate First Nation delegates completed the majority of survey returns thereby increasing the return rate for First Nation delegates.

All written comments on each survey are included below and are written exactly as submitted. Each comment brings its own value and combined, this feedback will help build a platform for future workshops on First Nations Policing.

Some highlights:

- 77% rated the Workshop very good or better
- 97% rated the Workshop as good or better
- 92% said their knowledge was increased
- 84% found the Workshop speakers very interesting or better
- 59% felt the Workshop was too short
- 23% felt it was about right
- 100% want to carry on the discussion
- 97% identify email as the preferred method of communication
- 72 % felt that learning lessons and practices from other communities was important
- 65% found the presentation on LOE's useful, at some level
- Delegates would like to hear more on restorative justice
- Delegates want more workshops and longer, and suggest regional locations

The following includes the individual survey questions and the related delegate response.

1. Overall, how would you rate the FNPP Workshop?

	#	%
Excellent	13	33%
Very good	17	44%
Good	8	21%
Fair	0	0%
Poor	0	0%
No Answer	1	3%

Additional Comments:

- Loved all the information on FNPP, LOE, CTA. Really opened up information/access to gain assistance with program delivery.

2. To what extent did the Workshop's presentations and discussions help increase your knowledge of common FNPP challenges and ways to address them?

	#	%
Significantly increased	18	46%
Somewhat increased	18	46%
Neutral	2	5%
Did not increase at all	0	0%
No Answer	1	3%

Additional Comments:

- Good to see other community presentations
- I was not aware of the Community Safety Plan. This was helpful.
 - More dialogue with participants would be beneficial.
- The different communities / areas that communities / FNP are doing throughout the province. I feel each of us are bringing something back with information we can adopt to our areas.
- The info on program and opportunities on working with PS & RCMP on program management and design will really help.
 - Somewhat clearer understanding or misunderstanding of roles and duties.
 - Some new ideas were shared.
 - More time for presentations and questions.
- FNPP challenges for remote communities are still most urgently requiring the full attention to address their needs.
 - JR Gohn presentation: Exact insight as to what the FNP service should be.
 - Timelines were inadequate to fully explore topics.
 - Needed more time, more focus groups on isolated communities that don't have services on hand.
- Enjoyed all the presentations and looking forward to receiving PowerPoint via email for future reference information.
 - This is the first one I have been to so the info was great.
 - A lot to take in but I sure loved it.
- Good to know that FNPP members across the province face the same challenges.
 - Could have been longer.
 - I also learned a lot from interacting with others too.

3. Overall, how interesting or useful were the speakers at the Workshop?

	#	%
Extremely interesting	11	28%
Very interesting	22	56%
Somewhat interesting	6	15%
Not so interesting	0	0%
Not at all interesting	0	0%

Additional Comments:

- We had no time for discussion or questions on any issue or topic.
 - The speakers were very valuable.
- Would appreciate a USB or link to the Power Point presentations plus contact info.
- Great presentation by Jen Collins, Gus Papagiannis, Emily Gibson and John and Cole Brewer.
 - A lot of information in a short time
- Some very good - Jassy Bindra 10/10 would sit through again. Some too long and boring - Right to Play. Sum up.
 - Need more info to all FN Communities.
- Really enjoyed the Human Trafficking presentation. Cpl. Bindra engaged the attendees and it had an impact on us.
 - Good combination of practical knowledge, honesty, humility and humour.
- Need more information or dialogue from FNP members to hear of their successes or trial and tribulations while in the communities they served.
 - Good to hear what is happening in other communities.
 - Stats on Human Trafficking was mind blowing.
 - Hand outs would have been nice while they were talking.

4. Was the Workshop length too long, too short, or about right?

	#	%
Much too long	2	5%
Slightly too long	4	10%
About right	9	23%
Slightly too short	15	38%
Much too short	8	21%
No Answer	1	3%

Comments:

- Starting at 8:00am and ending at 5:30pm is too long a day. Next time don't do introductions with such a big group.
- More time for informal networking. The real networking happened during the breaks.
 - The introduction of everyone on the first day was good. However, I felt this negatively impacted other important presentations.
 - Too fast, 5 words or less doesn't work.

5. Are you interested in continuing discussions with your fellow participants, government funders, and the RCMP regarding the topics that were discussed at this workshop?

	#	%
Yes	39	100%
No	0	0%

Comments:

- Please keep providing these Workshops and training sessions - they are critical to success of FNPP.

6. In addition to possible in-person events in the future, what are your preferred methods for communication? (Check all that apply)

	#	%
Email	38	97%
Teleconference	10	26%
Printed Newsletters	9	23%
Webinars	14	36%
Other (please specify):	3	8%

- Come to small communities.
- Video conferencing.
 - Conferences
 - Face to face

7. What topics would you like to discuss further or know more about? (Check all that apply)

	#	%
Implementation of CTAs (developing LOEs, effective practices for CCGs, etc.)	24	62%
Communication between communities and their RCMP members (monthly reporting to council, attendance at community/ cultural events)	18	46%
Specific emerging crime / community safety issues or trends (gangs, domestic or family violence, Fentanyl, traffic enforcement, bullying, etc.)	23	59%
Lessons and practices from other communities	28	72%
Lawmaking and enforcement (Land Code laws, band by-laws, treaty laws, etc.)	21	54%

Please list any other topics of interest:

- RJ continues to get little discussion but is becoming a more acceptable approach. It would be great to hear from existing programs, how they are doing and good partnerships from police; as well as traditional practices and laws used.
- Working with schools and having info and training available for FNPP officers and community leaders, and school principals or district supervisors.
- Youth involvement in any initiatives that are happening in our communities.
 - Restorative justice information.
 - Restorative justice.
 - List of initiatives on all levels. Funding available.
 - Community Consultative Group Development.
- Basic language skills specific to the Community the RCMP work at.
- Funding for Justice Coordinator position. Also for having the Chase Detachment hire another FNPO or take on responsibilities while worker on leave.

8. In Part I of the monthly ED78 reports from your FNPP member, do you find the crime information about your community useful?

	#	%
Very Useful	10	26%
Useful	7	18%
Somewhat Useful	8	21%
Not Useful / Don't Use This Information	3	8%
Don't Know / I Am Unfamiliar with ED78 Form	5	13%
No Answer	6	15%

Please describe how you use the information in Part I of the ED78 reports:

- We engage the information in the ED78.
- We don't use these (police complete as required but we don't give value). We receive a bigger report quarterly that is of greater value.
 - The stats give us an idea if/how many calls made to local RCMP monthly.
- More info is required to inform Council. More information sharing between Council and RCMP would result in a reduction of crime and would assist with investigations.
 - John Brewer and Cole Brewer provided great info. Keep this education going.
 - Need to familiarize myself more with this form.
 - Need to hear safety concerns to community.
- In the past information from ED78 was not really referenced or reviewed in our continuing relationship with the RCMP.
- Hard to utilize information when those statistics include all criminal incidents and does not breakout our true community involvement.
 - Formatting note very friendly.
- We make the ED78 into a graph chart to track trends. The 'Assist General Public' section is too vague.
- I'm not familiar, but will go back to my Nation and educate myself with help from this conference.
- We review ED 78 reports to see which files can be potentially referred to restorative justice.
- We were able to create BCR's to put paper to action when having people removed from our lands.
- I'm a police member so will not answer this question as it appears to be directed at Community members.
 - General sharing.

- Not applicable - I am the FNPP member for the Community.
 - I have not seen any reports to our Community.

9. What did you like about the Workshop? Is there anything we could do to improve future events?

- Maybe three full days.
 - Day 1, the evening event should be earlier in the day - afternoon session - and it should be a two 1/2 day workshop.
- The opening round Day one. Great to hear all voices. Was close to a circle - a more appropriate way than the flipchart or dot approaches.
- Sharing, Collaboration, very excellent. Have it 2 full days; larger conference room.
- The introduction portion where each participant spoke promoted true dialogue and if it had been recorded or written notes taken, would have provided more beneficial information on the issues at hand to public safety and RCMP than any other Workshop events.
- Group participation was excellent. Keep the agenda on time and let presenters know they have to stick to allotted times. Leave paper for questions if question period runs out.
 - Have some fun activities to get people moving and they can take back to their communities. Provide self care training or workshop info. Don't introduce everyone in big session, save for breakout sessions. More pictures in presentations - they say more than words.
- Excellent presentation(s), great breakouts. Needed more time.
 - Schedule more time for introductions.
 - More workshops, better input from all.
- May need to be longer. Have more 'success' presentations. Require more Community presentations from other Nation areas.
- All the different communities, RCMP, etc. ppl (people) proved their own concerns and how they are working their issues.
- Make the meet and greet and the around the room introduction happen on the first night. Have two solid days to follow in order to cover all info being provided.

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- Practical knowledge on how LOE / CTA can be actively customized and that RCMP can be held accountable to follow deliverables contained in the LOE. In future it would be good to get copies of all presentations so that delegates can listen to the speaker instead of taking notes.
- Building into the first day, a longer open mic time as each person introduces themselves and communities they come from.
- Liked the first presentation - Kimberley McLean; and the last, Constable JR Gohn.
- Good presentations on FNPP. Could use more case studies. Opening prayers needed daily. Cultural performance in evening would be good.
 - Change venue - move to another community.
 - Workshop was great, learned a lot.
- More knowledge - CTA - CCG - LOE - "FNPP". (SUCCESS) Sharing stories in each community. Expressing our challenges - w/o fear.
 - The presentations were great. I would like to see more breakout sessions with key programs that can be of assistance to remote communities that have little or no access to information/funding.
- Having this much invaluable information to present would have been done better over 2 full days.
- Very informative, gives me a better understanding on developing LOEs. Need more time for discussions between presentations.
 - Not to ask the group to say 5 things about themselves.
 - Overall very educational.
- I appreciated the opportunity to network and especially learn of initiatives that may be applicable for our communities.
 - Working groups help with getting to know each other.
 - Expand discussions, longer sessions. "It is an ORAL SOCIETY" don't rush the process of discussion.
 - Contacts / Information.
 - More time for networking with presenters and high level decision makers.
- More workshops like this. I would like to bring many of these workshops and put on in our community.

- Knowing that I "might" be able to something about getting FNP Services.
- None or maybe bring more of our elders and their comments and ideas.

10. Do you have any other comments, questions, or concerns? Was there anything that you would like more information or follow up on?

- Thanks for this session. It should not be left so long next time. 18 months was a good time frame.
 - Thank you for inviting me.
- Breakouts were tough due to the large room, couldn't hear well. Venue is great, perfect mix of attendees.
- By-laws, what needs/or how to implement on Reserves? Resources/funding for restorative justice healing circles.
- The dialogue has started and please keep the momentum going by having similar sessions more often.
 - I thought we were too far away from places to shop for amenities. Cab ride was costly. Shuttle had to be on their time. I felt cramped in conference room. We felt like sardines in a can (LOL). Perhaps a bigger room with more screens so we don't have to spin our chairs and put our backs to colleagues at the table.
 - Provincial bodies need to act with our provincial bodies UBCIC / FN Summit / BCAFN not the BC Friendship Society for on reserve urban/rural reserve for the issues we face, statistics, programs, resources, staff, organizations, etc.
- Provide some templates of successful LOE's. Are there going to be regional groups or networks put together to build momentum? The comedian was great! Tell people what RCMP and PS are doing to reach calls to action under TRC. Ask people what they would like RCMP to learn on Indian Residential Schools and support programs for self-care.
 - RCMP/FNP = clear info on different roles and responsibilities.
- Breakfast provided was great. Snacks and coffee available during breaks was awesome.
- RJ implementation. More needs to be done on drugs coming into a reserve.
- As stated, intro's impacted first day of presentations which I felt were rushed and perhaps information missed.
- The spread of gangs and drugs that are growing toward SE - Ktunaxa Territory.

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- Would like to see the summarized results from the breakout sessions sent to all delegates. Would like to follow up sessions building on the work and feedback provided in this session (Workshop).
 - Excited to be here, look forward to the next gathering.
 - More info on restorative justice.
 - What I think is the RCMP need to work on their racism issues.
 - Thank you very much - So appreciate wealth of resources, information - new ideas - new agencies to network with.
 - More on Community Initiative programs.
 - Kudos to the organizers for a job well done under the current time constraints.
 - Overall meeting is good. Will presentations be made to FNPP's from other FNPP's that have experience working in Communities.
 - Block Watch.
 - Was a great workshop. Look forward to being a part of more and using what I have learned more, etc.
 - I will check if others want what I do. If they do, I will take action and meet with those willing to help.
-