

Standing Committee on Public Safety and National Security

Systemic Racism

June 23, 2020

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Tab 1 RCMP SECU scenario note

Issue:

The Minister of Public Safety and the Commissioner of the RCMP are scheduled to appear before the House Standing Committee on Public Safety and National Security (SECU) regarding their study of systemic racism and police brutality. The Minister will appear for the first hour (5:00 pm to 6:00 pm), accompanied by the Commissioner and other officials, and the Commissioner will appear with RCMP officials for the second hour (6:00 pm to 7:00 pm).

The Committee has provided both the Minister and the Commissioner with an opportunity to deliver opening remarks of up to 10 minutes. Public Safety Canada has provided a copy of the Minister's opening remarks, available at Tab 2a.

RCMP officials have prepared opening remarks, available at Tab 2b and a series of questions and answers, available at Tab 3. A series of hot issue notes are also included at Tab 4.

Confirmed witness(es)

5:00 pm-6:00 pm

- Bill Blair, Minister of Public Safety and Emergency Preparedness
- Brenda Lucki, RCMP Commissioner
- Anne Kelly, Commissioner of the Correctional Service of Canada (via Zoom)
- Monik Beauregard, Associate Deputy Minister Public Safety (via Zoom)
- Julie Thompson, Director General of Corrections and Criminal Justice Directorate (via Zoom)

6:00 pm-7:00 pm

- Brenda Lucki, RCMP Commissioner
- Dennis Daley, Assistant Commissioner Contract and Indigenous Policing
- Gail Johnson, Chief Human Resources Officer (Ms. Johnson will be participating via Zoom)

Rounds of questioning:

Members of the Committee are allotted six minutes to both ask questions and receive responses during the first round of questioning. In the second round (time permitting), the allotted time for questions and answers is reduced to five minutes.

- Typical order of questioning for the first round: Liberal, Conservative, Bloc, NDP.
- Typical order of questioning for the second round: Conservative, Liberal, Conservative, Liberal, then 2.5 minutes each for the Bloc and NDP.

Departmental officials present at Committee are responsible for supporting the Minister's accountability in Parliament. As departmental officials are not primarily responsible for exercising the powers of the Crown, their relationship to Parliament is different from that of Ministers. While Ministers are responsible for political, partisan matters, and for defending public policies before Parliament, deputy heads and officials support Ministers in providing explanations and information on public policies that Ministers could not be expected to provide due to the level of detail or complexity.

When responding to questions from committee members, keep your answers brief and factual. Avoid taking a position, providing your opinion, stating your personal recommendations or

speaking on behalf of others on a given issue. Do not divulge classified information, Cabinet confidences or any information that contradicts privacy laws. Additional tips for responding to Parliamentary Committee questions are included at Tab 5a.

Background:

Four members of SECU requested that the committee undertake a study of the issue of systemic racism in policing in Canada. The parameters of the study and future potential witnesses will be discussed at a meeting of SECU on June 23 between 3:30 pm - 4:30 pm.

On June 17, 2020, the leader of the New Democrat Party, Jagmeet Singh, put forward a motion in the House of Commons regarding systemic racism at the RCMP. The motion asked Members of Parliament to support a review of the RCMP's budget, to demand that the RCMP release all of its use-of-force reports and to call for a review of the RCMP's tactics for dealing with the public. Alain Therrien (Bloc Québécois) refused to support the motion.

Key messages:

Key messages regarding the RCMP's stance and response to systemic racism and other interrelated issues are included in the Questions and Answers at Tab 3.

Strategic considerations:

- Vice-Chairs Pierre Paul-Hus (Conservative) and Kristina Michaud (Bloc Québécois), and member Jack Harris (NDP) are the Public Safety and Emergency Preparedness critics for their respective parties.
- MP Joël Lightbound (Liberal) is the Parliamentary Secretary for the Minister of Public Safety and Emergency Preparedness.
- MP Rob Morrison (Conservative) is a former RCMP member from E Division. He worked in several areas, including organized crime, national security, and as a Liaison Officer.
- MP Doug Shipley (Conservative) is the former Vice-Chair of the Barrie Police Services Board.
- The SECU members have not made any recent statements in the media on the topic of systemic racism, or systemic racism and policing, aside from NDP MP Jack Harris and associate member NDP MP Charlie Angus who have been vocal on recent events.
- In June 13, 2020, Mr. Harris stated, "We need the Public Safety Committee to meet to get concrete answers from the minister and RCMP Commissioner about how they intend to address the systemic racism inherent in Canada's law enforcement. The police are supposed to serve and protect. That should go for everyone, but it clearly doesn't. We can't continue to do nothing while Indigenous and Black people and other racialized communities are forced to live in fear and mistrust of the police." He further noted, "The RCMP in particular has a long history of enforcing race-based laws on behalf of the government of Canada against Indigenous peoples and no amount of reports and enquiries have stopped the treatment we see day after day".
- When asked for his reaction to the Commissioner's remarks on systemic racism, Mr. Harris felt that it will be difficult to confront problems within the organization and that they can't be resolved one complaint at a time, "It really just shows how far we have to go for a solution."
- Mr. Harris has also been critical of the RCMP's relationship with Indigenous populations, stating "We've had 150 years of the RCMP imposing race-based laws on Indigenous people and something very, very significant has got to be done to change that. I think we have to treat it as a crisis and try to find a crisis-based solution for this systemic racism." He also expressed "The Inuit live with mistrust of the RCMP".

- Recently, Mr. Harris has been advocating for federal government should set standards for police to follow, acknowledge the systemic problems within policing, and act to de-escalate encounters between police and Indigenous and Black Canadians where it can. He believes that "Black and Indigenous Canadians "are over-policed, overcharged, over-injured and killed when being arrested by police". He added, "When you look at the systemic racism behind the high rate of incarceration and arrest for Black and Indigenous people in this country, it's pretty clear that those standards need to be set."
- Mr. Angus has raised privacy concerns about the use of facial recognition technology in law enforcement and has asked the Government of Canada to ban the technology until there is a system of judicial oversight in place.
- Mr. Angus has indicated that he would like to hear from the family of Colten Boushie during SECU's study of systemic racism in the RCMP.
- In reference to a June 2020 Maclean's article that suggests the alleged April 2020 Nova Scotia shooter, Gabriel Wortman, may have had a relationship with the RCMP as an agent or a confidential informant, Mr. Angus noted that "this is something to look into".
- Mr. Angus called for Deputy Commissioner Zablocki to apologize, explain, or retire after his initial comments denying systemic racism exists in the RCMP.
- Biographies for committee members are included at Tab 5b.

Tab 2 Opening remarks

Tab 2a Minister's opening remarks

Good afternoon, Mr. Chair and members of the Committee, and thank you for inviting me to be here.

Today's meeting is happening at a highly charged moment in our society.

As we speak, important discussions are taking place across Canada, and around the world, on the issue of systemic racism in policing.

I want to thank you for choosing to examine this issue – one of the most crucial of our time.

And I'm pleased to have this opportunity to contribute to the discussion.

Shocking video footage of George Floyd's death at the hands of police has galvanized people to take to the streets in protest.

The protest movement began south of the border, where numerous Black Americans have died over the years as a result of police violence.

But the demonstrations soon spread to Canada and elsewhere.

And they've forced us to take a deep and serious look at the issue of systemic racism here at home.

As the Prime Minister has said, "systemic racism is something that touches every corner of our country."

And there is no doubt that Indigenous people, Black Canadians and other racialized people experience systemic racism and disparate outcomes within the criminal justice system.

That system includes our various municipal and provincial police services.

It also includes our national police force, the RCMP, for which I am responsible.

As you know, RCMP Commissioner Brenda Lucki has acknowledged that "systemic racism is part of every institution, the RCMP included."

I commend her for that.

And I support the important work she's doing to reform the RCMP, including by increasing diversity and inclusion in its decision-making, training and recruitment.

I also want to express my profound appreciation to the members of the RCMP, who serve Canadians with integrity, dedication and professionalism every single day.

The RCMP has a Bias-Free Policing Policy that guides the actions of its members in any interaction they have with the public.

This policy is based on the principles of equality and non-discrimination.

It's an important step forward.

I'd also add that the overwhelming majority of police officers in this country conduct themselves in an exemplary manner, and make every effort to minimize the use of force.

But we wouldn't be having this discussion today if everything was perfect.

Systemic racism is a reality in Canada.

And its inherent presence in our criminal justice system is leading to unacceptable outcomes across all police forces.

Discrimination on the basis of race or as a result of any other form of bias is abhorrent.

It's also contrary to the *Charter of Rights and Freedoms* and the *Canadian Human Rights Act*.

It cannot be tolerated within policing, or any other aspect of the justice system.

As a former police officer, it pains me to acknowledge the racism that some people encounter in their interactions with law enforcement.

It certainly hits close to home for me.

But we cannot shy away from uncomfortable truths.

We must do more.

And we must do better.

Our policing services must be committed to ensuring that they're worthy of the trust we put in them to protect us.

Maintaining that trust requires rigorous accountability.

When there appears to be any hint of misconduct – for example, when an officer appears to have exceeded their authority, used excessive force, or acted in a biased or discriminatory way – it must be quickly investigated.

And if they are found to have broken the law, they need to be held to account.

There are processes and oversight mechanisms in place to ensure this happens.

Those mechanisms are important, and I will continue to support their use.

I will also continue to speak with Indigenous leaders across the country about the disturbing incidents that have taken place over the last few weeks, as well as the newly released data on RCMP's use of intervention options.

These discussions are critical to ensuring that our policing services serve everyone with the dignity and respect they deserve.

It's more important than ever that we acknowledge the lived experience of those who have experienced racism or discrimination at the hands of police, and work together to put a stop to this injustice.

I will continue to engage with agencies, expert stakeholders and individuals to that end.

I also think that Canadians want to see concrete action.

That's why I continue to pursue my mandate priorities in this area.

One of those priorities is to ensure that all officials in Canada's law enforcement and security agencies have access to unconscious bias and cultural competency training.

Another is to co-develop a legislative framework that recognizes First Nations policing as an essential service, and ensures that police services are culturally appropriate and reflect the communities they serve.

We have already committed to investing up to \$291 million under the First Nations Policing Program, which provides federal funding for professional, dedicated and culturally responsive policing services in hundreds of First Nation and Inuit communities

That federal funding commitment is ongoing and includes an annual increase to keep up with inflation, providing greater financial stability for communities.

And that's on top of recent funding to improve police facilities in First Nation and Inuit communities, such as improving detachments and communication systems.

This means funding for 185 policing agreements under the First Nations Policing Program, policing a First Nations and Inuit population of roughly 432,000 people.

That includes support for more than 1,300 police officer positions in over 450 First Nations and Inuit communities.

I look forward to working with interested communities to expand the number that are served by First Nations policing.

I'd also like to note that the Government continues our important work to advance the Calls for Justice of the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls.

That includes the Calls for Justice related to policing.

Following the release of the Inquiry's interim report, for example, my Department funded reviews of police policies and practices to identify gaps and challenges in the delivery of culturally competent policing services.

The government invested up to \$1.25 million over two years for four external organizations with expertise in law enforcement and policing to lead the reviews.

The reports have also made recommendations and identified tools, resources and promising practices that may be helpful in fostering a more trusting relationship and building confidence in police services.

Their final reports will be made available on the Public Safety Canada Web site in the near future.

The findings and recommendations from this review will also be an important source of information for key law enforcement partners, such as the Canadian Association of Chiefs of Police.

Finally, Mr. Chair, we are also taking steps to increase transparency in police interactions through the adoption of body-worn cameras across the RCMP.

Body-worn video creates greater accountability, while also providing a first-person view of what a police officer encounters, often in highly dynamic and tense situations.

The RCMP piloted body-worn cameras in a number of different environments.

We're currently working on the policy framework that would support their more widespread use, and ensure that this technology is respectful of Canadians' privacy rights.

We will move forward with implementing that as quickly as possible.

There is no room for racism or discrimination of any kind in any of Canada's law enforcement agencies and institutions.

We are working hard to make our systems more just, and have taken many steps in the right direction.

We also know there is much more work to do.

That's why I will continue to work with Commissioner Lucki to make the RCMP a more just and accountable police service, where diverse voices and perspectives are valued and included to create a better and safer environment in the communities it serves.

I thank you once again for inviting me to appear before you today.

And I look forward to seeing the results of your deliberations on this important topic.

I'd be happy to answer your questions.

Thank you.

Tab 2b Commissioner's opening remarks

Opening remarks:

- Good evening, Mr. Chair and Members of the Committee. Thank you for the invitation to speak on these critical issues.
- I would like to acknowledge that I am speaking to you on unceded Algonquin territory.
- The last several weeks have been extremely difficult for Canadians, for Indigenous, black and racialized communities, as well as for police officers.
- This has sparked an important conversation across the country. I am listening and the calls for action have been heard.
- My opening remarks outline RCMP modernization efforts in the wake of these recent events.
- When I was appointed Commissioner two years ago, I said "... I plan to challenge assumptions, seek explanations and better understand the reasons how we operate. This means that no stone will be left unturned."
- The past two weeks have strengthened our resolve to advance change and step up our actions to:
 - serve, protect and reflect all communities;
 - achieve reconciliation with Indigenous and racialized communities;
 - and bolster relationships built on recognition of rights, respect, mutual trust, cooperation, and partnership.
- We are not a perfect organization, but we will continue to learn, grow and evolve.
- I am so very proud to lead the more than 30,000 employees of the RCMP who continue to have my deep appreciation for what they do every single day serving Canadians with dedication and professionalism. They do this out of an intense sense of fairness and desire to protect the vulnerable in every corner of this country and around the world.
- Let me say, we are committed to seek out and eliminate all forms of racism and discrimination in our organization.
- I have listened to RCMP employees and their families who are demoralized by the anti-police narrative that is painting everyone unfairly with the same brush.
- But acknowledging that systemic racism is present in the Force does not equate to employees being racist.
- It is about how an organization creates or maintains racial inequality, often caused by sometimes subtle and unintentional institutional biases in policies, practices and process that either privilege or disadvantage different groups of people.
- I have heard from and reached out to many people. Listening, learning and reflecting on how these discussions translate into strengthening my organization.
- I have spoken with Indigenous leaders, including Senator Murray Sinclair who spoke to me about taking a closer look at our recruitment and training. I also talked to MMIWG Commissioner Marion Buller who spoke to me about our ongoing commitment to work with and learn from communities that will help us make real progress.
- I listened to Indigenous employees, both current and retired who reminded me of the importance of our roots in community policing and the importance of our connection to the people.
- So what is the RCMP doing to strengthen this trust and counter systemic racism?
- I want to talk to you about what we have done to date.

Actions to date:

- I was given a clear mandate to modernize and transform our culture.
- In just over two years, we have made significant progress.

- I have received input both internally and externally: from my National Council for Diversity and Inclusion, my Indigenous Advisory Committee, community leaders, particularly those in the Black and Indigenous communities
- I have established a new Indigenous Lived Experience Advisory Group, comprised of current and former Indigenous RCMP employees.
- We are putting a stringent diversity and inclusion lens on our policies, programs, recruiting, training and practices to better understand some of the unintended barriers that exist, and to work to correct them.
- Character-Based Leadership is being integrated in recruitment, training and the promotion process.
- We have added more learning about Indigenous history for cadets, and incorporated Indigenous traditions into RCMP traditions through a number of ways, including supporting Indigenous employees wearing traditional items like the eagle feather and metis sash when donning our Red Serge.
- We have updated national programs, including strengthened cultural awareness and training in unconscious bias and trauma-informed approaches.
- And, we have enhanced RCMP participation in restorative justice initiatives across the country.

Action plan:

- In terms of doing more to address systemic racism going forward, we are reprioritizing and enhancing our action plan to make changes at all levels - from recruiting to training to reporting and accountability.
- We need to double down on hiring a more diverse membership as we want greater diversity to reflect the communities that we serve.
- We are working to ensure that no unintended bias exist in our recruiting or training that could inadvertently and inappropriately impact some segments of society.
- We are revisiting our relocation practices and looking at place-based recruitment so that officers remain in the communities where ties and roots are already established.
- We also have to continue examining our policing models and look at solutions with the communities we serve, that are community focused and community driven.

Use of force:

- The RCMP was built on community policing and we respond to an average of 2.8 million calls for service each year.
- Less than 1 percent of these calls involve use of force. Over 99 percent of incidents are resolved with communication and de-escalation, not use of force.
- For those few incidents where force is used, our training and our protocols serve to ensure we are using the minimum amount of force. We rely on de-escalation and crisis intervention when necessary.

Accountability:

- When it comes to holding employees to account, we have extensive operational policies designed to ensure transparency, accountability and openness.
- Policing is a profession that has a broad range of accountability mechanisms. There is the oversight in the courts as, well as independent inquiries, commissions, inquests and reviews.
- We are completely dedicated to making this great organization better than what it was when we started.

Conclusion:

- Our goal is for the RCMP to be the most respected and most trusted police service in the world. Grounded in solid relationships with all Canadians and particularly, our Indigenous, black and racialized communities.
- We need to broaden the space for these difficult discussions, and build on ones already underway. It is an opportunity for real change and leadership. We are committed to doing just that.
- Thank you, I look forward to your questions.

Tab 3 Questions and answers

Tab 3a Accountability and external review process

When there is police misconduct, who carries out the investigation? Is it undertaken by an independent police force or the civilian review board?

- The RCMP is subject to several internal and external review processes that ensure its police officers are accountable for all use-of-force occurrences and member-involved shooting incidents.
- Internal processes may take the form of an investigation by professional standards, a review by a use of force subject matter expert, or an Independent Officer Review.

Support messages:

- In keeping with the RCMP values of honesty, integrity, accountability, professionalism, respect and compassion, RCMP members are held to a high standard of conduct. The RCMP is committed to handling conduct issues in a timely, efficient and fair manner. RCMP members are subject to a Code of Conduct both on and off-duty, in Canada and abroad.
- External reviews of major police incidents occur where there is a serious injury or death of an individual involving an RCMP member, or where it appears that an RCMP member may have contravened a provision of the *Criminal Code* other statute and the matter is of a serious or sensitive nature. The RCMP has extensive operational manual policies which are designed to ensure transparency, accountability, and openness - mandating that an independent civilian agency or external law enforcement body conduct the investigation whenever possible.
- Complaints process: Part VII of the *RCMP Act* stipulates that any individual may make a public complaint concerning the conduct of any RCMP Employee whom at the time, was in the performance of their duties. Further, the Chairperson for the Civilian Review and Complaints Commission for the RCMP (CRCC) may initiate a public complaint, if they are satisfied that there are reasonable grounds to investigate the conduct.

Moreover, has the RCMP recently produced reports on racial bias in police practices?

- No recent reports have been produced on racial bias in police practices; however, a review was initiated in December 2019 and is currently on-going.
- Incidents/allegations in contravention of bias-free policing are each reported using the appropriate process, such as public complaint, code of conduct, human rights complaint or internal redress procedures such as harassment and grievance processes.

How can the public voice concerns about the conduct of any RCMP employee?

- Part VII of the *RCMP Act* stipulates that any individual may make a public complaint concerning the conduct of any RCMP employee whom at the time, was in the performance of their duties.
- Further, the Chairperson for the Civilian Review and Complaints Commission for the RCMP (CRCC) may initiate a public complaint, if they are satisfied that there are reasonable grounds to investigate the conduct.

How many public complaints does the RCMP receive each year?

- Public Complaints received:
 - 2015-2016: 2,109
 - 2016-2017: 2,341

- 2017-2018: 2,317
- 2018-2019: 2,317
- 2019-2020: 2,286
- Note: These numbers differ from the CRCC statistics, as the CRCC screens out complaints that they determine are not within the mandate as legislated in Part VII of the *RCMP Act*. Only those complaints that are within the mandate are sent to the RCMP for investigation.

In general, how many conduct investigation files do you have each year?

- Number of all conduct files:
 - 2018: 476
 - 2019: 424

Can you tell me how many conduct investigations were about use of force?

2018		2019	
Use of Force:	29 Allegations	Use of Force:	27 Allegations
Established:	10	Established:	2
Not Established:	15	Not Established:	14
Pending:	3	Pending:	11
Timed Out:	1		

Note: Pending - decision has not yet been rendered by the conduct authority

We've read that responses to CRCC Interim Reports have been delayed by the RCMP, such as the 2013 Shale Gas protest. Can you let us know why?

- Civilian review is essential for ensuring public trust and confidence, and the RCMP fully supports the Civilian Review and Complaints Commission's investigative role.
- The RCMP worked to organize the large volume of data received from the CRCC before a fulsome analysis was undertaken.
- Any recommendation regarding the operation or administration of the RCMP can have far-reaching and significant impacts to the organization and the public. On June 17, 2020, I provided a response to the CRCC.

We've read that responses to CRCC Interim Reports have been delayed by the RCMP, such as in the case of Mr. Colten Boushie's family. Can you let us know when you expect to share the result of this report?

- The RCMP believes civilian review is essential for ensuring public trust and confidence.
- We fully support the CRCC's investigation into this matter as we understand there are outstanding questions.
- We maintain open communications and cooperate with the CRCC to ensure accountability and transparency with respect to our management of public and/or Chair initiated complaints.
- Given the numerous factors to consider, the high volume of relevant material to be reviewed and the complexities of the recommendations and findings, the time required to prepare a thorough and well-founded response can be difficult to predict.

- Our objective is to deal appropriately and effectively with all complaints that are received. Despite other challenges and pressures, the completion of the analysis of the Interim Report has been prioritized so that I will be able to provide my response as soon as feasible.

Background:

- Colten Boushie was shot and killed after he and four other people drove onto Gerald Stanley's farm near Biggar, Sask., in August 2016. A jury acquitted Stanley of second-degree murder in February 2018. After the trial, the Civilian Review and Complaints Commission (CRCC) launched an investigation into whether the RCMP's investigation of Boushie's death was reasonable. It also looked at whether RCMP members discriminated on the basis of race. The commission gave the RCMP its findings, along with some recommendations, in January 2020.
- The RCMP received the CRCC Interim Report on Alvin Baptiste in November 2019. The Interim Report on the Boushie Public Interest Investigation (PII) was received in January 2020. The review of both reports and their respective relevant material has been started.
- The timeline to disclose the Civilian Review and Complaints Commission for the RCMP's ("the CRCC") findings to the family follows a process set out under the *Royal Canadian Mounted Police Act* ("the *RCMP Act*"), which requires that the RCMP Commissioner first provide the CRCC with a response to its interim report dated November 4, 2019.
- The CRCC is currently awaiting the Commissioner's written response to the interim report. Pursuant to the Memorandum of Understanding between the CRCC and the RCMP effective December 11, 2019 ("the Operations MOU"), the Commissioner must provide the Chairperson of the CRCC with the written response within six months of the issuance of the report by the CRCC.
- Upon receipt of the Commissioner's response, the CRCC will prepare and release a final report. This final report will include the November 4, 2019 interim report as an annex. Pursuant to the Operations MOU, the CRCC will provide the Commissioner with the CRCC's final report within 30 days of the receipt of the Commissioner's response by the CRCC.
- The RCMP Commissioner and the Chairperson of the CRCC agreed that best efforts would be made to ensure that the specified timeframes set out in the Operations MOU would be met.
- It is understood that delays could result from the RCMP's operational pressures associated with the COVID-19 pandemic.
- A copy of the final report will be sent to the complainant, in this case, Mr. Alvin Baptiste, as well as to the RCMP Commissioner, the Minister of Public Safety, the RCMP members involved, and the appropriate provincial Minister.

Tab 3b Anti-racism protests

What is the RCMP's position on the anti-racism protests that have taken place across the globe, and in many Canadian cities, following the death of George Floyd in the United States?

- As with all Members of Parliament and Canadians across the country, I was deeply disturbed watching that video of the death of George Floyd.
- The RCMP condemns racism in all its forms.
- In any interaction with the public, members of the RCMP are guided by the RCMP's Bias-Free Policing policy, which is based on the principles of equality and non-discrimination.
- Employees of the RCMP are committed to the unbiased and respectful treatment of all people.

Support messages:

- Bias-free policing means equitable treatment of all persons by all RCMP employees in the performance of their duties, in accordance with the law and without abusing their authority regardless of an individual's race, national or ethnic origin, colour, religion, gender, sexual orientation, marital status, age, mental or physical disability, citizenship, family status, socio-economic status, or a conviction for which a pardon has been granted.
- Bias-free policing supports the RCMP's mission, vision, values and commitments, which includes the RCMP's principles of community policing.

What is the RCMP's protocol for intervening during protests?

- The RCMP respects and protects the right to peaceful demonstrations as guaranteed under the Canadian Charter of Rights and Freedoms.
- The RCMP will strive, at all times, to balance the need to maintain the peace with the democratic right to hold peaceful demonstrations.
- The RCMP continues to employ a measured approach that facilitates lawful, peaceful and safe protest in an environment that is safe for protestors and members of the public, and the RCMP will respond to unlawful acts in keeping with its mandate to protect the fundamental freedom of peaceful assembly and freedom of expression.
- The level of intervention will be applied in the context of a careful assessment of risk, taking into account the likelihood and extent of loss of life, injury, and damage to property as a result of the intervention, and will use only the level of intervention necessary to ensure the safety of all citizens and to maintain peace, order, and security.
- Use of force by the RCMP is maintained as a last resort. And must follow strict policies and protocols.

We've seen police around the world utilize tear gas and other chemical munitions on protestors. What types of intervention does the RCMP use during protests?

- The level of police intervention that is applied by the RCMP in any situation is done so in the context of a careful risk assessment that accounts for the likelihood and extent of potential injury and damage to property.
- Most occurrences can be resolved through dialogue, which is why crisis intervention and de-escalation training is mandatory for all RCMP officers. However occasionally, police intervention may be necessary, including the potential use of various tools such as chemical munitions.
- The RCMP has not deployed Chemical Munitions of any type in a public order setting since the Vancouver Riots of 2011.

- The RCMP will use only the level of intervention necessary to ensure the safety of all citizens and to maintain peace, order and security. Any intervention and use of related equipment, such as chemical munitions, are subject to strict policies and guidelines.
- The RCMP will continue to preserve the peace, protect life and property, and enforce the law, maintaining the use of force as a last resort.

Support messages:

- The Incident Management Intervention Model (IMIM) assists with training members to consider all intervention options, and outlines the various levels of options available, based on that individual officers' risk assessment. The risk assessment process takes into account subject behaviour, situational factors, tactical considerations and the officer's perception. Situational factors vary widely, but may include: weather conditions, location, number of subjects and presence of weapons. These are all taken into account to appropriately determine what action(s) to take.
- IMIM training promotes continuous risk assessment based on all risk factors of the situation; the subject's behaviour, the situational factors, tactical considerations and officers' perceptions. After an incident, the model can also help a police officer articulate the factors he or she considered when choosing the appropriate intervention.
- A chemical agent munition is an intermediate device and may be used against a resistant or combative crowd according to the IMIM.
- Chemical agent munitions and irritants may only be deployed by personnel who complete a Basic Chemical Weapons User Course, and according to the appropriate course training standards. The Basic Chemical Weapons User Course covers all munitions, handling, deployment, storage, transportation, use, training and emergency procedures, crowd dynamics and the psychological aspects of the use of CS Munitions, and First aid procedures.
- If the situation is such that it is judged necessary to use chemical munitions to disperse a crowd, the troop commander/delegate must, unless there are exigent circumstances:
 - warn the crowd to disperse;
 - after the warning, give the crowd time to comply unless exigent circumstances prevent otherwise; and
 - ensure that an evacuation or egress route is available to the crowd.
- The RCMP has not deployed Chemical Munitions of any type in a public order setting since the Vancouver Riots of 2011.

Tab 3c Body cameras

The Prime Minister has asked the RCMP to adopt body worn video for their members. What do you think of this practice?

- It is critically important for Canadians to feel protected by the police and I am committed to take whatever steps are required to enhance trust between the RCMP and the communities it serves.
- Body-worn cameras are but one way of increasing trust, accountability, transparency, but they are not the only way.
- If technology can increase the trust that Canadians have in their RCMP, then absolutely, that's something we need to look at.
- We need to work at technology, training or philosophies that will increase that trust and create that transparency.
- To that end, the RCMP will engage in work and discussion with policing partners, the National Police Federation, and the Office of the Privacy Commissioner on a broader implementation of body-worn cameras.

Support messages:

- Body-worn video provides increased transparency, while also providing a first-person view of what a police officer encounters, oftentimes in highly dynamic and tense situations.
- The RCMP continually reviews its policies, procedures and equipment to ensure it is using the most effective tools in law enforcement. The national police service has reviewed previous research and studies to draw best practices, with the desire to implement body-worn video across the organization.
- The RCMP values the trust and confidence of Canadians, and will continue to work on and improve its services in support of public safety for all Canadians.

I understand that the RCMP previously conducted a BWV pilot?

- Yes, The RCMP began reviewing this technology in 2010 with a pilot and this was followed in 2013, with an additional project. We worked with the Office of the Privacy Commissioner in 2015 who provided their comments and recommendations.
- In 2016, following an extensive feasibility study on the potential implementation of BWV, the RCMP announced it will postpone a force-wide implementation until such time as available technology can meet its specific operational requirements.

Support messages:

- The BWV feasibility study was undertaken to: confirm it is a sound investment; evaluate all issues to be addressed such as privacy, legal and storage; confirm best evidence capture to support criminal investigations and court proceedings; and determine the viability of this technology for front-line operations. This study has included technical evaluations, a literature review and several small pilots. Trials have assessed potential impact to member safety, tactical considerations and evidentiary value for court proceedings.

What are some of the limitations you have noted with respect to BWVs?

- The current technology poses several challenges such as limited battery life and lack of camera durability.
- The RCMP needs to have confidence in the product and ensure that the choice of technology justifies the investment of tax payers' money.

Does the RCMP have any BWVs available at this time?

- At RCMP National Headquarters, the RCMP maintains a small quantity of BWV to support limited and small-scale rapid deployment as requested by divisional operations.
- The RCMP continues to monitor the advancements and evolution of BWV technology as well as its application within the Canadian policing context with the goal of eventually identifying a camera that meets the specific needs.

So, when will BWV be implemented for the RCMP across Canada?

- The RCMP continually reviews its policies, procedures and equipment to ensure it is using the most effective tools in law enforcement. We have reviewed previous research and studies to draw best practices, with the desire to implement body-worn video across the RCMP.
- We will continue to work closely with the Office of the Privacy Commissioner to ensure any concerns he has are addressed.
- The Commissioner has confirmed that the RCMP will engage in work and discussion with policing partners on a broader rollout of body-worn cameras.

Support messages:

- BWC technology and storage solutions have advanced significantly since 2015. The RCMP has monitored advancements and feel that now is the time to develop a broader roll-out of body-worn cameras to front-line RCMP officers.
- The RCMP must develop a project plan, identify funding, follow procurement requirements, and address storage and digital evidence management solutions that work across the RCMP. We must also consult with our federal, provincial, territorial and local contract partners, who will share in the costs. The RCMP needs to have confidence that the product and technology solutions justify the investment of tax payer's money.

What are the anticipated cost implications for adopting BWV? We have heard it may be \$4,000 per police officer?

- We are in the preliminary stages of reviewing costs associated with adopting body cameras.
- The RCMP's Commanding Officer in Nunavut has recently requested that RCMP National Headquarters examine the specific costs and technology implications of deploying BWC in Nunavut. This review is ongoing and will be provided to the Commanding Officer when complete.

Support messages:

- Storage and retention of BWV evidence will involve new costs and require significant data storage solutions. The RCMP Chief Information Officer (CIO) is evaluating the option of cloud storage including assessing the security of such solutions to safeguard protected information according to federal standards.

Tab 3d Crisis intervention and de-escalation

What is RCMP's response when dealing with an individual in a mental health crisis?

- Safety of the individual and officer are always the top priority.
- Incidents involving police intervention are complex, dynamic and constantly evolving, oftentimes in a highly-charged atmosphere. Police officers must make split-second decisions when it comes to responding with intervention options, if necessary.
- In the past few years, we have worked on crisis intervention and de-escalation training, because it's very important that we use that first before we use intervention options.

Support messages:

- Police officers are often the first responders on scene when someone is experiencing a mental health crisis. We have a critical role to play when responding and interacting with people living with mental health problems and illnesses.
- While police officers are not medical professionals and cannot diagnose individuals, it is important for the police to have an understanding of mental health disorders, including their signs and symptoms, in order to conduct effective risk assessments and de-escalate a mental health crisis, wherever it is tactically feasible.
- Addressing the mental health needs of individuals and communities requires empathy, patience and awareness on the part of first responders. Through crisis intervention and de-escalation techniques, many mental health crisis situations can be managed with decreased risk to the public and police officers.

How are RCMP officers trained to deal with someone who is experiencing a mental health crisis?

- The RCMP has strengthened crisis intervention and de-escalation training for all its officers.
- Since 2016, an online training course on Crisis Intervention and De-escalation has been mandatory for all RCMP officers.
- This mandatory training helps police officers determine when and how to use crisis intervention and de-escalation techniques and complements what cadets learn at Depot, as well as other training offered in RCMP divisions and detachments.

Support messages:

- The purpose of the training course is to ensure that RCMP officers will be able to use crisis intervention and de-escalation (CID) techniques, when tactically feasible, to effectively manage these situations, including incidents involving a mental health crisis.
- The course includes a module on some major mental health disorders and their observable behaviours, which can assist police officers in tailoring their approach to the person in crisis. Crisis intervention and de-escalation training is now being incorporated into annual Incident Management Intervention Model (IMIM) training. Further, scenarios involving crisis intervention and de-escalation training are in place as a part of regular operational skills maintenance training. The RCMP recognizes that even in situations where crisis intervention and de-escalation techniques can be used, police intervention may still be required.

Can you provide us with an idea of how many circumstances lead to an intervention?

- The RCMP responds to an average of 2.8 million calls for service each year. Applications of intervention account for one in every 1,064 RCMP calls for service, or 0.1

per cent. That means that 99.9 per cent of RCMP occurrences are resolved naturally or with communication/de-escalation.

- Overall, there was a 29 per cent decline in the rate of intervention being applied from 2010 to 2019, with 2019 (0.073 per cent) marking the lowest rate of intervention over a ten-year period.

How do you capture incidences of police intervention?

- To enhance accountability and transparency, the RCMP has strengthened its reporting requirements to include all intervention options. This information is captured in a Subject Behaviour / Officer Response (SB/OR) report.
- SB/OR was created to provide RCMP officers with a tool to assist them in properly articulating the circumstances in which police intervention was used.

What information does the SB/OR Report capture?

- A SB/OR report captures occurrence information, environment, situational factors, what substances and weapons were present, a description of the subject's behaviour and the officer's corresponding response, injuries, if any, to the subject and the officer, and a short description of how the event unfolded.

Under what circumstances is it mandatory for an officer to report an intervention?

- A Subject Behaviour / Officer Response (SB/OR) report is mandatory for all members who apply/display:
 - Physical control hard, intermediate weapons, firearms, police service dog, specialty munitions and/or other (weapon of opportunity);
 - Physical control soft resulting in an injury to the subject, member, or other person
- All SB/OR reports are reviewed at the supervisory and divisional levels where the incident occurred.

How is the SB/OR Report used to inform policy?

- A SB/OR report provides additional context around incidents where police intervention is used and provides statistical data on the frequency of police intervention encounters compared to overall calls for service.
- SB/OR data allows for evidence-based decision making for the development of policy, training and equipment.

Does the SB/OR capture the Ethnicity of the Subject?

- Per the RCMP's Bias-Free Policing policy, SB/OR reports do not capture the ethnicity of the subject.

Support messages:

- In any interaction with the public, RCMP members are guided by the RCMP's bias-free policing policy, which is based on the principles of equality and non-discrimination, as well as the Canadian *Charter of Rights and Freedoms*, the *Canadian Human Rights Act* and the *RCMP Act's* mission, vision and values. Bias-free policing means equitable treatment of all persons by all RCMP employees in the performance of their duties, in accordance with the law and without abusing their authority.
- The ethnicity of a subject is not a factor in a police officer's risk assessment and decision-making process for selecting appropriate intervention options. For this reason, in accordance with the RCMP's Bias-free Policing policy, the RCMP's police intervention reporting (known as Subject Behaviour / Officer Response reporting) does not capture

the ethnicity of the subject.

Does RCMP have policies around the use of Carotid control technique / Vascular Neck Restraint?

- On June 7th, 2020, I confirmed that the RCMP would examine its policy surrounding the use of this technique. The carotid control technique is used very infrequently and is not a choke hold.
- RCMP officers will only use the carotid control technique, in a defensive manner, when protecting against a threat of grievous bodily harm or death, or a situation similar to where lethal force could be used, but that intervention is deemed inappropriate at that time based on the totality of the situation.
- Every member must re-certify in the Carotid Control Technique every three years

Support messages:

- The technique, when applied properly and per training, does not restrict breathing, and does not put any pressure on the windpipe. It applies pressure to both sides of a person's neck, without restricting the airway. It may cause, but not always, a very brief period of unconsciousness that allows the police officer to safely place the individual in handcuffs.

What is the Incident Management Intervention Model (IMIM)?

- The IMIM is the framework used by RCMP officers to assess and manage risk in all encounters with the public, whether it's verbal de-escalation, or the use of an intervention option.
- For this reason, the IMM is introduced in the second week at the RCMP Academy, Depot Division, and then integrated into all other relevant aspects of training for the remaining 24 weeks.
- The IMIM helps officers continually assess risk, based on the totality of the situation and considering subject behaviour(s), situational factors, tactical considerations and the officer's perceptions.

Tab 3d.1 Police intervention stats and trends

From 2017 to 2019, the RCMP entered an average of 2.93 million occurrences per year into RCMP records management systems. Over this time period, each year there were on average 2,215 encounters involving reportable applications of police intervention¹. Applications of police intervention account for 0.08% of the total number of RCMP occurrences, or one encounter involving police intervention for every 1322 occurrences. This indicates that approximately 99.9% of RCMP encounters are resolved naturally or successfully de-escalated by officers without the need for police intervention.

Application of police intervention occurrence rate

Year	Occurrence rate
2017	0.079%
2018	0.076%
2019	0.073%

¹ Excluding incidents where an intervention was drawn and displayed, as a deterrent only

Police intervention occurrences by year

Police intervention occurrences	Year		
	2017	2018	2019
Total police intervention option (draw/display & applied)	4,222	4,239	4,595
Police intervention option - draw/display (deterrent) only	2,076	2,022	2,312
Police intervention option - applied	2,146	2,217	2,283

Breakdown of police intervention options (including use as deterrent – e.g., draw & display) by year.

Officer Response	Utilized Deployment Type	2017	2018	2019	Total
Physical Control - Soft	Pressure Points	20	11	12	43
	Joint Locks	58	77	54	189
	Escort/Come-Along Techniques	86	99	110	295
	Takedown	251	206	205	662
Physical Control - Hard	Stuns/Strikes	649	707	718	2074
	Vascular Neck Restraint (Vnr)	25	22	25	72
	Takedown	291	276	275	842
Oc Spray	Draw And Display	9	4	8	21
	Pointed At Subject	10	11	13	34
	Applied	333	303	289	925
Conducted Energy Weapon	Laser Sight Activated	119	89	109	317
	Spark Display Activated	8	2	4	14
	Contact Mode Deployed	67	75	84	226
	Probe Deployed	454	449	535	1438
	Draw And Display	152	150	202	504
	Pointed At Subject	305	301	389	995
Baton	Draw And Display	14	16	12	42
	Pointed At Subject	0	0	1	1
	Applied	44	24	37	105
Extended Range	Draw And Display	2	19	8	29
Impact Weapon	Pointed At Subject	5	14	28	47
	Applied	3	19	28	50
Speciality Munitions		25	44	48	117
Police Firearm	Draw And Display	1001	908	1153	3062
	Pointed At Subject	1688	1830	1923	5441
Other		35	48	50	133
Police Service Dog	Presence Only	141	169	194	504
	Track Only	232	171	189	592
	Bite	409	461	421	1291

Note: Occurrences can involve more than one intervention options/methods (i.e., multiple officer using interventions options/methods or one officer using multiple intervention options/methods). Physical control soft is only required to be reported when it resulted in an injury to the subject or the officer; however, some officers opt to report it without injury to demonstrate an (de-)escalation in force. This table excludes officer-involved shootings, which are reported separately on the following page

Officer-involved shootings

From 2017 to 2019, RCMP officers were involved in 99 officer-involved shootings (an average of 33 per year), of which 26 (an average of nine per year) resulted in the death of the subject².

From 2017 to 2019, RCMP officers discharged a firearm in 0.001 per cent of RCMP occurrences — or one in approximately 89,000 occurrences.

From 2017 to 2019, RCMP officers discharged a firearm resulting in a fatality, in 0.0003 per cent of RCMP occurrences — or one in approximately 338,000 occurrences.

Member-involved shootings at subjects – occurrence rate (%) by year

	Year		
	2017	2018	2019
Police intervention occurrences			
M-IS occurrence rate	0.0004%	0.0002%	0.0003%
Fatal M-IS occurrence rate	0.0012%	0.0010%	0.0012%

² Excludes deaths resulting from self-inflicted injury.

Tab 3e. Diversity

RCMP's efforts to enhance diversity and inclusion

Statistics from the RCMP's 2018-2019 annual employment equity report show that the increase in the number of individuals who self-identify as members of one or more employment equity groups has been slow compared to previous years. What is the RCMP doing to address this decline?

- I agree Chair that more needs to be done to enhance diversity and inclusion within the RCMP.
- Over the past two years we have:
 - Prioritized recruiting qualified applicants from broadly diverse backgrounds.
 - We believe that diversity makes us a more innovative and resilient organization that is better able to serve all people of Canada.
- Conduct significant outreach to Indigenous, cultural and racialized communities - working closely with those communities The RCMP is currently working with a variety of cultural and community groups across Canada to raise awareness about opportunities for a career in policing.
- Recruitment practices include the use of a new culturally sensitive aptitude test, assigning culturally competent staff to process applications from Indigenous peoples and piloting a program to help Inuit applicants meet the hiring criteria.

Support messages:

- The RCMP also believes that fostering an inclusive barrier-free workplace and being accountable for delivering police services in a manner that respects the dignity of members of the public is critical to attracting new employees from diverse backgrounds.
- To that effect, the RCMP is finalizing an Equity, Diversity and Inclusion Strategy that will chart the way forward for the organization to achieve these goals.

What else is the RCMP doing to become a more diverse workplace?

- The RCMP continues to modernize our culture which includes being more inclusive and diverse.
- Over the past two years, we have taken several steps toward this goal, including:
 - The adoption of Gender-based analysis+ as a tool to examine systemic issues and inequities;
 - We are working with the Management Advisory Board to incorporate its expertise in a number of areas, including workplace culture, human resources and governance.
 - The RCMP is also actively supporting the National Action Plans to address gender-based violence, calls to justice from the Missing and Murdered Indigenous Women and Girls Commission, as well as the Anti-Racism Strategy led by Canadian Heritage.
- We also recently launched a pilot program to help Inuit candidates navigate the recruitment process.
- The goal of the pilot program is to encourage Inuit candidates to consider a career in policing with the RCMP, as well as to gain a better understanding of the unique challenges faced by Inuit applicants with a view to improving the application process.
- Chair, we have made solid progress towards a more diverse workplace but more needs to be done.

E.1 Representation of female regular members

Text description:

Representation of female regular members - The chart displays the percentage of female regular members on the y-axis and the dates on the x-axis. The percentage is as of April first of each year, beginning with April first nineteen-ninety and ending with April first, twenty-twenty. There has been a steady increase in representation of female Regular Members with a low of eight-point two percent in nineteen-ninety and a high of twenty-one-point eight percent in twenty-nineteen. The percent of female Regular Members has been stable since twenty-fourteen, with a range of twenty-one point two to twenty-one point eight. The steepest increases were between nineteen-ninety-six and two-thousand one, as well as between two-thousand three and two-thousand seven. April first twenty-twenty had twenty-one-point seven percent female Regular Members.

E.2 Representation of visible minority regular members

Text description:

Representation of visible minority regular members - The chart displays the percentage of Regular Members who are members of a visible minority on the y-axis and the dates on the x-axis. The percentage is as of April first of each year, beginning with April first nineteen-ninety-three and ending with April first, twenty-twenty. There has been an increase in visible minority regular members, with a low of one-point eight percent in nineteen-ninety-three and a high of eleven-point nine percent in twenty-twenty. The increase has been steady with over this time, with no sharp increases during any particular period.

E.3 Representation of Indigenous regular members

Text description:

Representation of Indigenous regular members - The chart displays the percentage of Indigenous Regular Members on the y-axis and the dates on the x-axis. The percentage is as of April first of each year, beginning with April first nineteen-ninety and ending with April first, twenty-twenty. The lowest percentage of Indigenous Regular Members was two-point nine percent in nineteen-ninety and a high of eight-point five percent in two-thousand seven. As of April first twenty-twenty, seven-point two percent of Regular Members reported being Indigenous Peoples. The steepest increase in Indigenous Regular Members was between about nineteen-ninety and two-thousand and three. The percentage remained stable from two-thousand four through twenty-seventeen, ranging from eight point three to eight point one. There has been a slight decrease in recent years from seven point eight in twenty-eighteen to seven point two in twenty-twenty.

E.4 HR monthly management dashboard by EE groups April 1 2020

RCMP national workforce profile

Distribution of employees by pensionable years of service:

The percentage of employees is graphed on the y-axis and years of service on the x-axis. The maximum percentage of employees is eight percent. Years of service is displayed in five-year increments beginning at zero and ending at fifty. Employees with more than fifty years of service are not represented on the graph. There are three lines, one for each category of employee, Regular Member, Civilian Member and Public Service Employee. The percentage of employees gradually declines for all categories of employee with increased years of service. For Public service employees, there are spikes at around three years of service (seven percent) and twelve years of service (six percent). Regular Members show the biggest percentage of employees at around one year of service (about five-point five percent) and eleven years of service (just under seven percent). The largest percentage of Civilian Members is around twelve years of service at just under eight percent. All three groups show the biggest percentage of employees between zero and five years of service and five to ten years of service.

Longest serving employees in years:

The longest serving Regular Member has forty-nine years of service. The longest serving Civilian Members and Public Service Employees have sixty-one years of service. Male Regular Members and Civilian Members have longer years of service than females, but female Public Service Employees have longer years of service at sixty-one years.

Median years of service:

Overall, Regular Members median years of service is thirteen, Civilian Members is fourteen, and Public Service Employees is eleven. The lowest median years of service is for Public Service Employees who are male and members of a visible minority, with a median of ten for both groups. The highest is among Regular Members with disabilities with a median of eighteen years of service.

Distribution of employees by age:

The percentage of employees is graphed on the y-axis and age on the x-axis. The maximum percentage of employees is six percent. Age is displayed in five-year increments beginning with twenty-one and ending with seventy-five. Employees with age exceeding seventy-five are not represented on the graph. There are three lines, one for each category of employee, Regular Member, Civilian Member and Public Service Employee. The distribution follows a bell-curve for all categories with the majority of employees being between thirty-six and fifty-one. The largest percentage of regular members (just over four percent) is around thirty-nine years of age. Just over five percent of Civilian Members are around forty years of age, as are Public Service Employees at about three and a half percent being forty years of age.

Age range of employees in years:

Overall, Regular Members age ranges from twenty to seventy-one, Civilian Members from twenty-four to seventy-eight, and Public Service Employees range from twenty to ninety-two. Civilian Members in all groups (i.e. sex, members of a visible minority, persons with disabilities, Indigenous peoples) tend to start later than Regular Members and Public Service Employees.

Average age of employees:

Overall, the average age of Regular Members is forty point six, Civilian Members is forty-five, and Public Service Employees average age is forty-four point two. The average age of

employees with disabilities tends to be slightly higher than other groups. The lowest average age is thirty-nine point seven for female Regular members.

Geographic distribution of employees:

This table displays the counts and percentage of employees in each province for each category of employee, Regular Member, Civilian Member and Public Service Employee, as well as the total of all employees in each province. The largest percentage of Regular Members are in British Columbia at thirty-five-point five percent, followed by Alberta at seventeen-point seven percent. The largest percent of Civilian Members are in Ontario at forty-five-point four percent, followed by British Columbia at twenty-one percent. The largest percentage of Public Service Employees is in Ontario at thirty-seven-point five percent, followed by British Columbia at seventeen-point three percent. Overall, the largest percentage of RCMP employees are in British Columbia at twenty-nine-point two percent, followed by Ontario at twenty-three percent. As of this report, there were a total of nineteen thousand, three hundred and sixty-five Regular Members, three thousand two hundred and twenty-eight Civilian Members and eight thousand and forty-eight Public Service Employees, for a total of thirty thousand, six hundred and forty-one RCMP employees.

Indeterminate employees by category of employee:

There are a total of thirty-thousand, six hundred and forty-one employees. Of those, nineteen thousand, three hundred sixty-five (sixty-three percent) are Regular Members, three thousand two-hundred twenty-eight (eleven percent) are Civilian Members, and eight thousand forty-eight (twenty-six percent) are Public Service Employees.

Employee first official language:

Overall, there are eighty-three-point three percent employees with English as their first official language, sixteen-point seven percent with French first official language, and zero unknown. Among Public Service Employees, six-thousand four hundred sixty-nine (eighty percent) have English as their first official language and one-thousand five hundred seventy-nine (twenty percent) have French as their first official language. For Regular Members, sixteen-thousand five hundred sixty-one (eighty-six percent) have English as their first official language and two-thousand seven hundred ninety-five (fourteen percent) have French as their first official language. For Civilian Members, two-thousand four hundred ninety-seven (seventy-seven percent) have English as their first official language and seven hundred thirty-one have French as their first official language.

Regular members by rank:

There are a total of nineteen thousand three hundred sixty-five Regular Members. The majority are at the rank of Constable, with twelve thousand one hundred seventy-nine (sixty-three percent) at that rank. There are three thousand six-hundred twelve (nineteen percent) Corporals, two thousand eight (ten percent) Sergeants, eight hundred forty-nine (four percent) Staff Sergeants, and one hundred twelve (one percent) Special Constables. Officer ranks from Inspector through to Commissioner have too small a proportion of Regular Members to be represented in the chart.

Civilian members by group:

There are a total of three thousand two hundred twenty-eight Civilian Members. The largest group is CP with one thousand forty-five (thirty-two percent) employees. There are four hundred eighty-six (fifteen percent) in the TO group, four hundred twenty-one (thirteen percent) in the EC group, three hundred forty-eight (eleven percent) AS, one hundred forty-five (four percent) IM, one hundred forty-two (four percent) FS, and one hundred twenty-three (four percent) in the FL

group. The other employee groups combined represent sixteen percent of Civilian Member employees with a count of five hundred eighteen.

Indeterminate public service employees by group:

There are a total of eight thousand forty-eight Public Service Employees. The majority are in the CR group with two thousand eight-hundred thirty (thirty-five percent) in that group. There are two thousand four hundred seventy-nine (thirty-one percent) in the AS group, three hundred thirty (four percent) PM, three hundred twenty-four (four percent) EC, two hundred seventy-nine (three percent) PE, two hundred fifty-five (three percent) CS, two hundred thirty-six (three percent) FI. The other employee groups combined represent sixteen percent of Public Service Employees with a count of one thousand three hundred fifteen.

Employee breakdown by employment equity intersectional groups:

This table shows the combinations of EE groups. For example, there are fourteen thousand seven-hundred thirty-eight male, non-designated employees and nine thousand five hundred seventy-six female non-designated employees. Other intersectional groups are female, visible minority and disability (thirty-three), female, Indigenous, and disability (twenty-seven), are male, visible minority and disability (fifty), male, Indigenous, and disability (forty-one), zero with unknown sex and disability in both visible minority and Indigenous groups, and forty with unknown sex and non-designated.

Workforce profile (employment equity).

Total representation of females by category of employee:

The overall representation of females is thirty-nine percent. Females represent twenty-one-point seven percent of Regular Members, fifty-point eight percent of Civilian Members, and seventy-five-point seven percent of Public Service Employees.

Total representation of members of a visible minority by category of employee:

The overall representation of members of a visible minority group is twelve-point nine percent. Members of a visible minority group represent twelve percent of Regular Members, fourteen-point five percent of Civilian Members, and fourteen-point four percent of Public Service Employees.

Total Indigenous Persons representation by category of employee:

The overall representation of Indigenous Peoples is six-point three percent. Indigenous Peoples represent seven-point two percent of Regular Members, three-point six percent of Civilian Members, and five-point five percent of Public Service Employees.

Total Persons with Disabilities representation:

The overall representation of persons with disabilities is two-point one percent. Persons with disabilities represent one-point four percent of Regular Members, two-point seven percent of Civilian Members, and three-point seven percent of Public Service Employees.

Total female representation by Province/Division:

This table shows the percentage of female employees by province and division. Representation ranges from twenty-five-point seven percent (Nunavut) to forty-seven-point two percent (Ontario).

Total representation of members of a visible minority by province/division:

This table shows the percentage of members of a visible minority by province/division. Representation ranges from one-point five percent (Newfoundland) to twenty-point eight percent (British Columbia).

Total representation of Indigenous Peoples by province/division:

This table shows the percentage of Indigenous persons by province/division. Representation ranges from two percent (Quebec) to fourteen-point three percent (Manitoba).

Total Persons with Disabilities representation by province/division:

This table shows the percentage of persons with a disability by province/division. Representation ranges from zero-point nine percent (Quebec) to two-point eight percent (Yukon Territory).

Female regular members by division, rank:

This table gives the counts of female regular members broken down by rank for each division.

Male regular members by division, rank:

This table gives the counts of male regular members broken down by rank for each division.

E.5 Regular member employment equity representation

Regular Member employment equity representation			
As of	% Female	% Visible minority	% Indigenous
April 1, 2016	21.6%	10.1%	8.1%
April 1, 2017	21.6%	10.5%	8.0%
April 1, 2018	21.6%	11.1%	7.8%
April 1, 2019	21.8%	11.5%	7.5%
April 1, 2020	21.7%	11.9%	7.2%

Tab 3f Facial recognition

How does the RCMP use facial recognition software?

- The RCMP constantly monitors new and evolving technologies in order to keep pace with the evolving methods of criminals, particularly in the area of online child sexual exploitation.
- The RCMP's National Child Exploitation Crime Centre (NCECC) has two paid licenses for the Clearview AI application and been using the technology since October 24, 2019. NCECC use has been limited to victim identification for investigations of online child sexual exploitation.
- The RCMP has issued internal direction that this technology only be used in exigent circumstances for victim identification in child sexual exploitation investigations or in circumstances where threat to life or grievous bodily harm may be imminent. Further, Criminal Operations Officers in Divisions must approve its use and advise National Headquarters.
- Facial recognition can be useful as an additional tool, when employed with other investigative techniques, to further an ongoing investigation.

Support messages:

- Police in criminal investigations have used traditional facial recognition tools, such as photos of charged persons, for decades. However, technological advances in areas such as biometrics, machine learning and artificial intelligence (AI) have led to the development of more advanced and sophisticated automated facial recognition technology, which can dramatically reduce the amount of time that investigators spend reviewing potential matches.
- Automated facial recognition tools are capable of identifying or verifying an individual by comparing and analyzing patterns, shapes and proportions of their facial features and contours. This is a relatively new technology and has been used by some law enforcement agencies.
- Recently, a number of media outlets have reported on the use of facial recognition software, specifically Clearview AI, by Canadian law enforcement agencies to identify victims of crime or individuals involved in criminal activity.
- On February 27, 2020, the RCMP acknowledged in a public statement that it had recently started to use and explore Clearview AI's facial recognition technology in a limited capacity, in particular by the National Child Exploitation Crime Centre (NCECC). This public statement contradicted a previous media response, which was an error on the part of the RCMP. This error was corrected in the February 27, 2020 statement, wherein the RCMP acknowledged its use of Clearview AI's facial recognition technology.
- The RCMP's NCECC has two paid licenses for the Clearview AI application and been using the technology since October 24, 2019. NCECC use has been limited to victim identification for investigations of online child sexual exploitation. To date, this technology has been used in 15 online child sexual exploitation cases, resulting in the successful identification and rescue of two children.
- In the February statement, the RCMP also acknowledged that it was aware that some additional units had, on a trial basis, sought to determine whether this technology could enhance criminal investigations. The RCMP has since issued internal direction that this technology only be used in exigent circumstances for victim identification in child sexual exploitation investigations or in circumstances where threat to life or grievous bodily harm may be imminent.
- On June 8, 2020, IBM announced that it will no longer offer general purpose facial

recognition software and stated that it “firmly opposes and will not condone uses of any technology, including facial recognition technology offered by other vendors, for mass surveillance, racial profiling, violations of basic human rights and freedoms, or any purpose which is not consistent with our values and Principles of Trust and Transparency.” This was followed by Amazon, which announced a one-year moratorium on police use of Amazon’s facial recognition technology, and then Microsoft, declaring that it will not sell its facial recognition technology to police until the United States has a national law in place governing this technology.

How does the RCMP protect the privacy rights of Canadians in conjunction with facial recognition software?

- We are committed to keeping Canadians safe and protecting their privacy rights.
- Strong privacy laws are critical in that effort.
- The Privacy Commissioner is reviewing of the use of facial recognition technology and we look forward to reviewing his report.
- The RCMP is actively supporting this work, and has committed to work with the Office of the Privacy Commissioner to develop guidelines and policies on the use of automated facial recognition technologies.

Background:

- On June 10, 2020, the Canadian Broadcasting Corporation (CBC) published an article that discusses the privacy practices of Clearview AI. Specifically, the article notes that it is unclear as to whether Canadians are able to request deletion of their images from the Clearview AI database.
- Clearview AI provides access to a repository of images and any associated metadata that has been collected from publically available websites to facilitate image comparison. Privacy concerns have centered around the legality of law enforcement’s use of biometric technologies, including facial recognition, particularly around how the information is collected, used, disclosed, and retained. As a result, on February 21, 2020, the Office of the Privacy Commissioner (OPC), announced an investigation, with its counterparts in Quebec, British Columbia and Alberta, into whether Clearview AI and its use of facial recognition technology complies with Canadian privacy legislation.
- On February 28, 2020, the OPC announced that it would investigate the RCMP’s use of Clearview AI’s facial recognition technology. Since that time, the RCMP has been engaged by the OPC and is actively supporting its ongoing investigation into the RCMP’s use of Clearview AI. As part of this investigation, the RCMP has committed to working with the OPC to develop guidelines and policies on the future use of automated facial recognition technologies.

What is the RCMP doing in response to research that shows facial recognition software is faulty at detecting people with darker skin and known to misgender Black women?

- The RCMP acknowledges that there are limitations to the uses of facial recognition software.
- The RCMP has issued internal direction that this technology only be used in exigent circumstances for victim identification in child sexual exploitation investigations or in circumstances where threat to life or grievous bodily harm may be imminent.
- Facial recognition results would be but one of the investigative avenues explored, and on its own would not be sufficient for prosecution, arrest or the issuance of a warrant to search.

Background:

- On June 19, 2020, CBC Radio published an article on how emerging technology amplifies racism. In particular, it articulated that facial recognition technology is faulty at detecting people with darker skin and has also been known to misgender Black women.

Tab 3g Indigenous relations and police intervention

The RCMP has recently seen numerous disturbing violence against Indigenous people. What is the RCMP doing to address this issue?

- First of all, we have all seen many of these disturbing videos and they are all being reviewed in a number of different channels so that we can have a full picture of what happened in those situations.
- As Canada's national police force, the Royal Canadian Mounted Police takes a clear stand against all forms of racism and discrimination.
- The guiding principles of the RCMP are its core values: Honesty, Integrity, Professionalism, Compassion, Accountability and Respect. The conduct of RCMP employees is expected to reflect these core values.
- No RCMP employee is above the law, all are expected to act in accordance to the expectations to treat all Canadians without bias of race, colour, gender.
- The RCMP is committed to improving the relationship with Indigenous communities, and supporting survivors and families.

Support messages:

- Contributing to the safety and well-being of Indigenous communities is a strategic priority of the Royal Canadian Mounted Police, and protecting the safety of all Canadians is of utmost importance.
- The RCMP is committed to improving the relationship with all Indigenous communities and people, supporting survivors of violence and their families, and ensuring that investigations are robust, professional and result in justice for the survivors and their families.
- What should an individual do if they have not been treated fairly?
- If an individual believes they were treated in a manner that is not in the spirit of the Bias-Free Policing policy, or believe an RCMP employee did not conduct themselves appropriately, the RCMP encourages them to follow the appropriate public complaints process.
- The RCMP recognizes the importance of ensuring that investigations are robust and professional and result in timely justice for the victims and their families.
- The general public can make a complaint about the conduct relating to the performance of any duty or function of any employee employed under Part I of the *RCMP Act* (2014).
- The Chair of the CRCC can also initiate a complaint if it is in the public interest. Public complaints can be made directly to the RCMP or to the CRCC.
- Information on the public complaints process is available in the "complaints" section of the RCMP website.

Support messages:

- In any interaction with the public, RCMP members are guided by the RCMP's bias-free policing policy, which is based on the principles of equality and non-discrimination, as well as the Canadian *Charter of Rights and Freedoms*, the *Canadian Human Rights Act*, the *RCMP Act* and the RCMP's mission, vision and values.
- How does the RCMP explain the use of violence, such as in the case of Chief Adams?
- As you can appreciate, anything that I say about a particular case under investigation would be completely inappropriate.
- What I can say, however, is that the main objective in any interaction with the public is the safety of public, first responders, and law enforcement officers.
- Incidents involving police use of force are complex, dynamic and constantly evolving,

oftentimes in a highly-charged atmosphere. Police officers must make split-second decisions when it comes to responding with intervention options, if necessary. As this case is currently under review, I am limited in what I can discuss.

Support messages:

- Video imagery is but one element that accounts for any police interaction with the public for investigations. RCMP members are accountable to apply the Incident Management / Intervention Model (IMIM) and articulate their actions through Subject Behaviour / Officer Response (SB/OR).

What are you doing to improve Indigenous relations, training, engagement and reconciliation?

- The RCMP is committed to a renewed relationship with Indigenous peoples based on the recognition of rights, respect, cooperation and partnership.
- The RCMP recognizes that it has a long, sometimes difficult history with Indigenous communities in Canada. The RCMP is committed to positive change – which includes renewing our vital relationships with Indigenous peoples.

Support messages:

- Some aspects of the RCMP's work, such as those in support of reconciliation, are a long-term commitment that will take place in the daily activities of the RCMP's members and employees working with and in Indigenous communities, urban and rural. To support its commitment to improving relationships with Indigenous communities, the RCMP engages with Indigenous Elders, communities, youth advocates, academics and advisory bodies across Canada. We have several national and divisional Indigenous advisory committees that advise senior leadership on the delivery of policing services in Indigenous communities.
- The work of RCMP employees is directly impacted from the advice and knowledge that is shared by these groups. RCMP employees are also involved in other national and divisional working-level groups on diversity and reconciliation.
- The RCMP is committed to a diverse workforce, and to supporting its more than 1,900 Indigenous employees. Indigenous employees bring their unique perspectives and contributions to their work. They help ensure our programs and policies are culturally relevant.
- The RCMP recognizes that strengthening cultural awareness of employees is an important component for advancing reconciliation. Cultural learning opportunities and initiatives are taking place and being developed on an ongoing basis, both at the national and divisional levels. Examples include:
 - presentations at Depot and in divisions by a First Nations expert
 - the recognition of Indigenous commemorative days and opportunities for RCMP employees to learn about Indigenous cultures and history
 - the Aboriginal and First Nations Awareness Course (AFNAC) course, which is available to all employees and taken by all RCMP officers
 - divisional cultural awareness training specific to regional Indigenous cultures, history and traditions.
- The importance of reconciliation, understanding and empathy has been incorporated into the RCMP's cadet training program. For example, all cadets now participate in an interactive "blanket exercise" that teaches Indigenous history. The Blanket Exercise is now being delivered nationally to all RCMP employees.

Tab 3h Militarization of police

Some have asked why public funds are being used for the militarization of civilian police forces, with the view that Tactical Armoured Vehicles (TAVs) are seen “weapons of war”. Do you believe that police are becoming militarized?

- Most occurrences can be resolved through dialogue, which is why crisis intervention and de-escalation training is mandatory for all RCMP officers. However, occasionally, police intervention may be necessary, including the potential use of intervention options or safety equipment such as TAVs.
- The RCMP will use only the level of intervention which is both reasonable and necessary to ensure the safety of all citizens and to maintain peace, order and security, and any intervention and use of related safety equipment, such as TAVs, are subject to strict policies and guidelines.
- Unlike in the United States, Canadian police agencies do not receive surplus military equipment such as the TAVs. The Canadian policing environment necessitates that the acquisition of such equipment goes through an exhaustive consultative process with all stakeholders.
- The RCMP will continue to preserve the peace, protect life and property, and enforce the law, maintaining the use of intervention options as a last resort.

Do you believe that these vehicles adversely affect public perception in the communities you serve?

- The RCMP is dedicated to establishing, maintaining and building relationships with communities and stakeholders.
- It is critically important for Canadians to feel protected by the police. It is paramount that employees, communities, partners and Canadians have trust and confidence in the RCMP.
- When the RCMP introduces any uniform and safety equipment modifications, it is critical that these options and tactics do not distance them from communities they protect and serve.

What led the RCMP to using TAVs?

- There have been numerous recommendations following several fatality inquiries, stating that the RCMP should have TAVs accessible to Emergency Response Teams (ERTs), including the recommendations of the Galloway-Ostapovich Fatality Inquiry and the Mayerthorpe Fatality Inquiry Report, which supported the RCMP's acquisition of TAVs.
- Therefore, in 2006, RCMP senior executives gave direction that the RCMP provide TAVs to all ERTs regardless of location.
- The specifications outlined by the RCMP TAV standards are strongly supported by research and testing.

Support message:

- Numerous police agencies throughout Canada have acquired TAVs, which have been successfully utilized to achieve safe resolutions during hundreds of deployments. It has become a best practice in the Canadian tactical operations policing environment, based upon mitigating risk and preventing loss of life.

In addition to the Incident Management Intervention Model (IMIM), what other training do RCMP members receive to help with conflict resolution?

- A Crisis Intervention De-Escalation training course has been developed and is mandatory for all police officers. The course provides a deeper understanding of conflict and how de-escalation skills are critical to police work with communities. This de-escalation training helps police officers assess risk in crisis situations, and de-escalate these situations more effectively and safely.

Tab 3i MMIWG one year later

Can you provide an update on the RCMP's activities in support of the Missing and Murdered Indigenous Women and Girls Report?

- The RCMP has reviewed the report in its entirety, and is working alongside its partners to address the Calls for Justice.
- The RCMP is working with federal departments led by Crown-Indigenous Relations to assess the Calls for Justice to determine the next steps needed to prevent violence against Indigenous women and girls and Two-Spirit-LGBTQQIA+ people.
- The RCMP has already made several changes to its policies, procedures and training over the course of the Inquiry and since its conclusion.
- What are some specific examples showing how the RCMP has made changes to its policies, procedures and training over the course of the Inquiry?
- Trauma-informed and cultural awareness training
 - As part of the Government of Canada's Strategy to Prevent and Address Gender-Based Violence, the RCMP has developed two courses for RCMP employees aimed at educating trainees on how to use a trauma-informed approach when conducting investigations, as well as helping employees better understand the impacts of culture and personal identity on actions, perceptions, interactions and experiences.

Communication with families

- For several years, the RCMP has been working on improving communication and implementing a number of new initiatives relating to missing persons investigations. The RCMP continually reviews, updates or creates new operational policies based on a number of internal and external factors or reviews. As part of the RCMP's Missing Persons Strategy, an updated Missing Persons Policy was published in 2016 and has been updated in 2018, 2019 and 2020.
- Additional changes to RCMP procedures were also introduced as a result of hearing the testimony of families.

Ongoing and resolved MMIWG cases

- In 2014 and 2015, the RCMP produced two comprehensive reports on the issue of MMIWG. These reports have helped to guide our ongoing efforts in developing policy, operational practices, and proactive preventative initiatives.
- The RCMP remains focused on resolving unsolved cases of MMIWG and Two-Spirit-LGBTQQIA+ people within its jurisdiction, and seeking closure for families. Anyone with information may contact their local RCMP detachment directly or, if they wish to remain anonymous, call Crime Stoppers.

Has the RCMP taken any action in an effort to build relationships with Indigenous communities?

- The RCMP is committed to improving the relationship with Indigenous communities, supporting survivors and families, and ensuring that investigations are robust and professional and result in justice for the victims and their families.
- The RCMP has several Indigenous advisory committees nationally and divisionally that advise senior leadership on the delivery of policing services in Indigenous communities.
- The RCMP's primary mandate remains the prevention of crime and the maintenance of peace and order, in partnership with the communities they serve. The organization provides policing services to hundreds of Indigenous communities and contributing to

safer and healthier Indigenous communities is one of the five organizational strategic priorities and a critical component of the RCMP service delivery model.

- A key priority for the RCMP is to take a collaborative and community-driven approach to reconciliation. Starting along the path of strengthening relationships, the RCMP is engaging in dialogue with Indigenous communities, Elders, youth, employees and advisory partners across Canada.
- The RCMP is also committed to attracting a diverse workforce and participates in career presentations, workshops, career fairs, youth camps, and special events held in a number of cities and towns throughout the year, including targeted events for Indigenous and other employment equity groups.

Supporting facts:

- As of April 1, 2020, the RCMP counted 1,397 Regular Members who self-identified as Indigenous, which accounts for 7.2% of its sworn officer workforce. Since April 1, 2019, the RCMP hired 35 new Indigenous recruits.
- We are making progress but more needs to be done.

Tab 3j Street checks

The RCMP has recently been under scrutiny for racial profiling when undertaking street checks. What is your street check policy?

- The RCMP's policy is clear – street checks must not be random and must comply with the RCMP's bias-free policing policy, which is based on the principles of equality and non-discrimination.
- The RCMP does not target any individual or group based on their racial, ethnic or religious background. Arbitrary detention or racially-biased practices are not acceptable in any situation.
- The RCMP is committed to ensuring safe homes and communities for all Canadians. Employees of the RCMP are committed to the unbiased and respectful treatment of all people.

Support messages:

- The RCMP Street Checks Policy outlines the types of incidents where the recording of information obtained during interactions with the public is appropriate. This policy outlines criteria to be met in order for a common police/public interaction to be electronically recorded for intelligence purposes, including: when an officer has observed suspicious circumstances; when an officer has observed a person(s) at high crime areas; when an officer has interacted with persons known to be, or believed to be, involved in criminal activity; when gathering information on drug, gang or organized crime suspects; and other legitimate public safety reasons. The Policy allows members to make the determination of voluntariness based on the totality of the circumstances of their interaction with an individual.
- Information provided through a street check is voluntary and the person providing the information is not being arrested or detained. RCMP members need to know and understand the communities they serve. This involves officers talking to residents, visitors, business owners and others on a daily basis, and making notes about those interactions.
- Information gathered through community policing allows officers to quickly identify potential suspects or witnesses as well as incidents that may be related, and can often provide new avenues of investigation. All street checks are monitored, reviewed, and stored in our Records Management Systems.

We understand that the Civilian Review and Complaints Commission is currently reviewing your policies and procedures regarding street check? What do you think they will conclude?

- Yes, the Civilian Review and Complaints Commission for the RCMP is currently reviewing the RCMP's policies and procedures regarding street checks; therefore, any potential decisions on policy would follow the conclusion of the review.

Support message:

- The RCMP continually reviews and updates its operational policies based on a number of internal and external factors or reviews. The Civilian Review and Complaints Commission (CRCC) for the RCMP has initiated a review into the RCMP's street check policies and procedures. Further changes to the RCMP's Street Checks policy will be made when the CRCC's report and recommendations is complete and received.

How will you ensure that these police checks are undertaken in a bias-free manner?

- Through training and by being held accountable. We encourage any individual who has been unfairly treated to initiate a public complaint.

Support message:

- Bias-free policing means equitable treatment of all persons by all RCMP employees in the performance of their duties, in accordance with the law and without abusing their authority regardless of an individual's race, national or ethnic origin, colour, religion, gender, sexual orientation, marital status, age, mental or physical disability, citizenship, family status, socio-economic status, or a conviction for which a pardon has been granted. Pursuant to the *Canadian Charter of Rights and Freedoms*, the *Canadian Human Rights Act*, sec. 37, *RCMP Act* and sec. 48, *RCMP Regulations*, RCMP members will provide equitable policing services to all people, while respecting diversity.

How long to you retain street check data?

- Information recorded through street checks are retained in RCMP operational records management systems for two years after being concluded.
- If no further action is required, a street check is concluded once the RCMP enters the information into an operational records management system.
- The exception to this would be if the street check has an investigational value, in which case a secondary operational file is opened.

Support/illustration:

- An example of this would be an RCMP officer conducts a street check that leads to a theft investigation. In this case, the street check file would be linked to the theft investigation and the retention period for the street check would have the same retention period as the linked operational file.

Tab 3k Systemic racism

The RCMP has recently admitted that systemic racism exists within its institution. Why was this difficult to admit?

- As the Commissioner of the RCMP and as leader, I have the responsibility to ensure that our organization is free of racism, discrimination and bias, both inside and out.
- While I did acknowledge that we, like others, have racism in our organization, I did not say definitively that systemic racism exists in our institutions in Canada and the RCMP is not immune. I should have and I expressed regret that I hadn't done so.
- I have been learning a great deal by listening to others and recognizing that we are on this shared journey of learning. I have created a safe space for candid conversation among the senior leaders on systemic racism, which has allowed for a dialogue where we can listen and learn from each other as well as those with lived experience. This has enabled discussion on how we can improve the organization in the context of our larger modernization agenda.

Support messages:

- As many have said, I do know that systemic racism is part of every institution, the RCMP included. Throughout our history and today, we have not always treated racialized and Indigenous people fairly and with the dignity, we are committed to.
- Systemic racism isn't about the behaviour of a single individual or the actions of one person. It's in the institutional structures that reflect the inequities that persist in our society. And it shows up in policies, processes or practices that may appear neutral on the surface, but disadvantage racialized people or groups.

What has the RCMP specifically done to prevent racial profiling?

- Racism and discrimination have no place in policing. Bias-free policing means equitable treatment of all persons by all RCMP employees in the performance of their duties, in accordance with the law and without abusing their authority regardless of an individual's race, national or ethnic origin, colour, religion, gender, sexual orientation, marital status, age, mental or physical disability, citizenship, family status or socio-economic status.
- The RCMP constantly reviews and updates its policies, procedures and training to address identified gaps, and to ensure the RCMP remains a proactive, nimble and responsive police service for Canadians across the country.
- In any interaction with the public, members of the RCMP are guided by the RCMP's Bias-Free Policing policy which is based on the principles of equality and non-discrimination, as well as principals of Gender-Based Analysis (GBA+) training.

Support messages:

- The RCMP does not intentionally target any individual or group based solely on their racial, ethnic or religious background, and focuses on observed or suspected criminality and behaviours.
- We have an important job to do and it is critical to the safety of Canadians to ensure there are trained, capable professionals in line to continue to provide front line policing in Canada.
- Pursuant to the Canadian *Charter of Rights and Freedoms*, the Canadian *Human Rights Act*, sec. 37, *RCMP Act* and sec. 48, *RCMP Regulations*, RCMP members will provide equitable policing services to all people, while respecting diversity.
- To ensure the delivery of racial, gender and culturally aware and trauma-informed police services, the RCMP continues to improve, develop and imbed cultural sensitive training

and tools for all categories of its employees beginning with their time at the Police Training Academy (Depot), and continuously throughout their careers.

- The RCMP fields, on average, in excess of 2 million calls for service annually. The vast majority of those interactions have positive outcomes; these statistics do not account for the daily, passing, interactions RCMP members have with the Canadian citizenry.
- Internal RCMP data shows that use of force by RCMP officers occurs in less than 1% of police calls for service. Most public and police interactions are resolved through dialogue. However occasionally, police intervention may be necessary. The primary objective in any interaction with the public is the safety of the public, and other first responders.
- The RCMP's Incident Management Intervention Model (IMIM) is at the heart of all RCMP training. It is the foundation that informs an officer's response to an incident, from communication, to the most lethal intervention.
- The IMIM is introduced in the second week at the RCMP's Training Academy, Depot. It remains an important focus of in-service training throughout RCMP officers' careers with annual mandatory IMIM recertification and scenario-based training to reinforce these skills.
- When and where force becomes necessary to intervene, our data shows that Physical Control Hard Tactics have a higher effectiveness rate than then the use of Intermediate Weapons, such as the Defensive Baton, Conducted Energy Weapon etc.
- The RCMP's modernized defensive tactics provide the requisite knowledge, skills and abilities to operate safely, effectively and efficiently in a variety of policing environments and contexts. We have recently proactively modernized our techniques in order to reduce injuries suffered by members of the public and officers.
- Crisis intervention and de-escalation training is also a key element of training for our members.
- Extensive research and evidence continue to inform the evolution of our training and builds upon recent efforts to provide a deeper understanding of conflict and de-escalation skills which are critical to police work within our communities.

The RCMP continues to look for opportunities to build trust in communities by ensuring that RCMP members receive cultural awareness training through several venues such as:

- Training at Depot covers topics such as ethics, bias-free policing, harassment, discrimination and community justice forums, among others. The "Kairos Blanket Exercise", which is a 90-minute experiential workshop that aims to foster understanding about our shared history as Indigenous and non-Indigenous Peoples, has also been added to the regular Cadet Training Program at Depot.
- After leaving Depot, all new members are required to take the online Aboriginal Awareness Course before they reach two years of service.
- The RCMP has also developed a new Cultural Awareness and Humility course and a Using a Trauma Informed Approach course, which are available to all RCMP employees, and are designed to improve capacity across the RCMP to effectively respond to gender-based violence (GBV) in a gender and culturally sensitive manner, which includes violence against Indigenous women, girls, racialized communities and 2SLGBTQ+ people.
- Since 2008, the RCMP has delivered, in parts of Canada, the African Canadian Experience workshop. The goal is to assist participants understand the challenges faced by African Canadians and their communities, as well as develop an appreciation for the culture and address related misconceptions and biases

Why don't you collect race-based data to make sure racism is discouraged?

- As set out in the RCMP's Bias-Free Policing policy, we do not capture the ethnicity of the subject.
- In any interaction with the public, RCMP members are guided by the RCMP's bias-free policing policy, which is based on the principles of equality and non-discrimination, as well as the Canadian *Charter of Rights and Freedoms*, the *Canadian Human Rights Act* and the *RCMP Act's* mission, vision and values. Bias-free policing means equitable treatment of all persons by all RCMP employees in the performance of their duties, in accordance with the law and without abusing their authority.
- However, it is clear now that if we are going to be effective in creating an organization free of bias, we will need to understand how interactions with racialized and Indigenous Canadians are handled. Increasing the scope of our data collection will assist us in these efforts.

Tab 3I NDP motion

Last week the NDP introduced a motion regarding systemic racism in the RCMP. What are your thoughts on the motion?

- As the motion is for the consideration of Parliamentarians, I have no comment on the motion itself. Though I will say that I welcome all opportunities for the RCMP to demonstrate transparency and accountability, which helps to build trust between RCMP and the communities it serves.
- Through Parliamentary committees, such as this one, we are able to answer questions from members and provide greater detail on the actions we are already taking to ensure that our organization is free of racism, discrimination and bias.
- When there is an allegation of police misconduct, there are a number of accountability mechanisms that are in place for the RCMP.
 - The RCMP is subject to several internal and external review processes that ensure its police officers are accountable for all use-of-force occurrences and member-involved shooting incidents.
 - Internal processes may take the form of an investigation by professional standards, a review by a use of force subject matter expert, or an Independent Officer Review.

Background:

- Text of the NDP motion:
 - That, the House recognize that there is systemic racism in the RCMP as several indigenous people have died at the hands of the RCMP in recent months, and call on the government to do the following:
 - a) review the nearly \$10 million per day RCMP budget and the *Royal Canadian Mounted Police Act*, increase non-police investments in non-violent intervention, de-escalation, and mental health and addictions supports;
 - b) ensure that the RCMP is truly accountable to the public;
 - c) release all RCMP incidents of use-of-force reports and the associated settlement costs; and
 - d) immediately launch a full review of the use of force by the RCMP, including reviewing the tactics and the training that is given to RCMP officers in dealing with the public.

Tab 4 Hot issues

Tab 4a Nova Scotia shooting incident

Issue:

A sequence of shooting incidents in Nova Scotia resulted in multiple injuries and deaths, including the killing of a member of the Royal Canadian Mounted Police (RCMP), and an investigation is ongoing.

Proposed response:

- This terrible rampage is one of the most painful and deeply disturbing events that Canada has seen in decades.
- The Royal Canadian Mounted Police is working tirelessly through the complexity of evidence and crime scenes to get answers.
- Recently, the Nova Scotia Attorney General has announced that there will be an investigation of the entire matter, and we will, of course fully cooperate throughout that process and to work with the investigation in whatever capacity we are asked.
- All Nova Scotians, and all Canadians mourn the tragic loss of twenty-two (22) innocent lives, including the death in the line of duty of RCMP Constable Heidi Stevenson.
- We will make sure that all the facts get out, and the numerous questions that emerge from this terrible tragedy will be answered - fully and accurately.

Support messages:

- On April 24th, the national police service presented preliminary findings for the chronology of events, which at their conclusion, had culminated in several people being injured, and killed.
- Under the circumstances and due to the complexity of this investigation, we ask for the public's patience as our professionals work to determine what exactly took place and why.
- I would like to thank all first responders for their service in relation to these challenging events, as well as all those assisting with the investigation and recovery.
- Our thoughts remain with the victims and all those affected by this senseless tragedy.
- Public and officer safety remain top priorities for the Royal Canadian Mounted Police.

Nova Scotia shooting incident - timeline

Background:

On April 18-19, 2020, a sequence of shooting incidents occurred at multiple locations in Nova Scotia, resulting in deaths of 22 innocent people at the hands of a gunman. Three (3) people were also injured. Some of those who lost their lives did so while trying to save others. They are heroes. This tragedy also resulted in the death in the line of duty of RCMP Constable Heidi Stevenson, who was responding to the shooting. Another RCMP officer, Constable Chad Morrison, received non-life-threatening injuries. The suspected perpetrator, Gabriel Wortman, is deceased. While one vehicle driven by Wortman resembled an RCMP vehicle and it is believed he wore a police uniform at some point during the incident, he was not an RCMP employee. H Division Major Crime is coordinating the investigations with full support from many other RCMP units from across the Maritime Provinces and Canada.

The RCMP implements a Critical Incident Command structure when responding to complaints that may impact public safety. Highly skilled and trained officers come together as a team in order to direct emergency personnel and the multiple specialized policing units deployed when

responding to a complaint. These two elements are important to be aware of as they relate directly to the timeline and the RCMP's response to the incidents.

Alert issued on April 24, 2020

On April 24th, an Alert message was issued from Nova Scotia's Alert Ready System to warn the public of a potential active shooter in Halifax District. A second Alert message was subsequently sent to advise the public there was no longer a threat. The Alert issued on April 24th represented the first time such an alert was sent in Nova Scotia at the request of the RCMP. The large increase in call volume at the OCC during the Alert period significantly impacted the OCC's ability to process all incoming calls in a timely manner. The use of social media platforms (e.g. Twitter/Facebook) for sending Alert messages allows for the public to respond directly with non-emergency queries or information without encumbering 9-1-1 OCC services.

RCMP response

Following the April 24th use of the Alert system, the RCMP will study and review information learned to determine whether improvements can be made. The RCMP is considering the development of a national Operational Manual policy to guide its personnel in relation to all police-related public Alerts. Developing operational policy consists of many steps, including reviews of current police best practices, canvassing the broader police community, consulting with internal working groups and consulting with partners and stakeholders, such as local emergency management offices who are responsible for managing provincial/territorial emergency alerts.

In addition, the RCMP in Nova Scotia (H Division) is reviewing the use of Alert Ready and is in direct contact with RCMP National Headquarters to develop policy and procedures.

Timeline:

The following details have been gathered through the benefit of hindsight, an advantage that the police officers responding to the initial 9-1-1 call of a shooting and the subsequent calls did not have the benefit of. To assist in outlining the timeline, the events have been separated into three clusters of incidents. The first cluster was in Portapique on the night of Saturday, April 18, 2020. On Sunday, April 19, 2020, there was a second cluster of incidents in Wentworth, Glenholme, and Debert. A third and final cluster took place in Shubenacadie, Milford and Enfield, that same day.

Cluster one – Portapique, NS

On April 18, 2020, before the first call came in, there was an assault between the gunman and a person known to him in Portapique, NS. The victim managed to escape from the gunman and hid overnight in the woods.

Following this, on April 18, 2020, the H Division RCMP received the first call to 9-1-1 related to a shooting at a home in Portapique. Officers arrived at 10:26 p.m. and located a male leaving the area with an apparent gunshot wound. They learned that this man was shot while driving his vehicle. The victim indicated a vehicle drove by him while he was driving, and the shot came from the passing vehicle. Officers arranged for an ambulance to attend to the victim and he was taken to hospital by Emergency Health Services (EHS). Several EHS units responded to the area and upon arriving, located several people who were deceased lying in the roadway. There were also several structures already on fire. In total there were over seven (7) locations where people were found deceased. Many of the deceased were discovered while responding members were checking homes for victims and/or suspects. At this time, police began looking at several possible suspects as a result of the information they were receiving.

While the situation was unfolding, the Critical Incident Program was engaged and staging to take control of the critical incident, and perimeters were established. Specialized Units responded including Police Dog Services, Emergency Response Teams and a Department of Natural Resources helicopter. The Explosives Disposal Unit, Crisis Negotiators and the Emergency Medical Response Team were on stand-by. Within a very short time, specialized units and resources from J Division RCMP in New Brunswick were also engaged. Over a lengthy period of time, first responders engaged in clearing residences, searching for suspects, and providing life saving measures. H Division Operational Communications Centre (OCC) Telecommunicators remained on the line with witnesses in the immediate area.

Fairly early into the RCMP's involvement, the RCMP learned of a possible suspect and that the individual lived in a home in Portapique. The possible suspect's home and garages were fully engulfed in flames. Two (2) replica police vehicles as well as a third vehicle were also burning on the property. The RCMP also learned that the gunman was in possession of a pistol and long barreled weapons. He was also known to own several vehicles that looked like police vehicles. Efforts to locate the suspect continued throughout the night.

After 6:00am on April 19, 2020, a victim emerged from hiding after she called 9-1-1. RCMP officers responded and it was at that time that, through a significant key witness, investigators confirmed more details about Gabriel Wortman. This included the fact that he was in possession of a fully marked and equipped replica RCMP vehicle and was wearing a police uniform. He was in possession of several firearms that included pistols and long guns.

At that time, a Be on the Look Out (BOLO) was issued—a bulletin that included a description of the suspect and vehicle was sent to all police officers in Nova Scotia. Containment of the scenes were maintained and investigators continued to search for the suspect.

Cluster 2 - Wentworth, Glenholme, and Debert, NS

Over 12 hours after investigators' initial arrival in Portapique, the RCMP began receiving a second series of 9-1-1 calls in an area more than 60 km away. The investigation revealed that the gunman attended a residence on Hunter Road in the Glenholme area. At that location, the gunman killed two (2) men and one (1) woman, and set the residence on fire. At least two (2) of the victims at that residence were known to the gunman.

The investigation uncovered that the gunman then travelled to a residence on Highway 4 in Glenholme, where he knocked on the door and awoke the residents. As he was known to the occupants, they identified him to 9-1-1 call takers and said he was driving a police vehicle and carrying a long gun. The occupants did not answer the door and the gunman left. The gunman then continued southbound on Highway 4 from Glenholme to the Wentworth area. He encountered a woman out walking and shot the woman at roadside, and then continued southbound towards Debert. At that point, he encountered two (2) people driving their vehicles. A witness described that he pulled over one (1) of the vehicles and shot one (1) of the occupants. He then continued driving down the same road, encountered a second vehicle and shot and killed the female driver of that vehicle. The distance spanning the second series of events, from the timing of the first call on Hunter Road to the last incident, was approximately 44 km.

Cluster 3 - Shubenacadie, Milford and Enfield, NS

Cst. Chad Morrison and Cst. Heidi Stevenson were both responding to the incident. They were in communication and arranged to meet. Cst. Morrison was waiting for Cst. Stevenson at

Highway 2 and Highway 224. What appeared to be a marked RCMP vehicle approached Cst. Morrison. As he and Cst. Stevenson had prearranged to meet at that location, Cst. Morrison thought the vehicle was being driven by Cst. Stevenson.

The approaching “police vehicle” was driven by the gunman who pulled up beside Cst. Morrison and immediately opened fire. Cst. Morrison received several gunshot wounds and began to retreat from the area, driving his vehicle away from the scene. He notified other officers and dispatch that he had been shot and that he was en route to EHS station for emergency medical attention.

During that time, Cst. Stevenson was nearby in the area, believed to be driving northbound on Highway 2, while the gunman was travelling southbound on Highway 2. At that point, both vehicles collided head-on. Cst. Stevenson engaged the gunman and during the encounter, the gunman took her life. He also took her service pistol and pistol magazines. A passerby stopped and was fatally shot by the gunman. The gunman then set both Cst. Stevenson’s vehicle and the replica police vehicle that he was driving, on fire. He left the scene driving south on Highway 224 in the passerby’s vehicle, a silver SUV. The gunman travelled south on Highway 224 for a short distance, where he entered a home on the eastside of Highway 224. The residence happened to be the home of a woman known to the gunman. The gunman shot and killed the female resident, removed the police clothing he was wearing and transferred his weapons to the female victim’s vehicle, a red Mazda 3.

The gunman travelled south on Highway 224 in the female victim’s vehicle, coming to the Big Stop Irving in Enfield. While he was at the gas pumps, one (1) of the RCMP’s tactical resources came into the gas station to refuel their vehicle. When the officer exited the vehicle, there was an encounter and the gunman was shot and killed by police at 11:26 a.m. The distance the gunman travelled from the first shooting of Cst. Morrison to the encounter with police at the Big Stop is approximately 23 km.

The situations within the clusters of critical incidents were rapidly evolving, which has increased the complexity of the investigation. Due to the circumstances, and given multiple crime scenes, no timeline for the completion of the investigation can be given at this time. “H” Division Major Crime is coordinating the investigations.

Media

On June 19, 2020, Maclean’s published an article about Wortman’s bank withdrawal of \$475,000 on March 30. The article states that “Sources in both banking and the RCMP say the transaction is consistent with how the RCMP funnels money to its confidential informants and agents, and is not an option available to private banking customers.” The article quotes Cpl. Jennifer Clarke, who said in an email, “This is still an active, ongoing investigation. All investigative avenues and possibilities continue to be explored, analyzed, and processed with due diligence. This is to ensure that the integrity of the investigation is not compromised. We cannot release anything more related to your questions.”

A financial audit on the gunman’s accounts and transactions is taking place. At this point it appears the gunman liquidated personal investments from his own bank accounts and converted them to cash prior to the shootings.

Tab 4b Social media postings

Issue:

In 2018, a media article reported on an unofficial RCMP Facebook group's social media postings regarding the Colten Boushie trial verdict.

Proposed response:

- Those comments were appalling and not reflective of the RCMP.
- Public trust is essential for the RCMP to effectively fulfil its mandate, and these kinds of comments understandably erode that trust.
- Members are expected to be culturally sensitive and to act in accordance with the expectations to treat all Canadians without bias of race, colour, gender.
- The RCMP's Bias-Free Policing policy is based on the principles of equality and non-discrimination.
- When concerns about offensive content believed to be written by an RCMP employee are brought forward, they are investigated and can lead to consequences pursuant to the Force's Code of Conduct.
- In this regard, RCMP has initiated Code of Conduct investigations in the past based on inappropriate comments in third-party applications or on social networking sites and we will continue to do so when these situations arise.
- The RCMP is committed to a strengthened relationship with Indigenous peoples based on the recognition of rights, respect, cooperation and partnership.
- The RCMP recognizes that it has a long, sometimes difficult history with Indigenous communities in Canada.
- The RCMP is committed to positive change – which includes strengthening our vital relationships with Indigenous peoples.

Social media posting

Background:

In 2018, Media reported that a private Facebook page used by police officers across Canada showed offensive comments by a serving RCMP officer.

The Facebook post was not in alignment with the standards of the RCMP and the manner in which its employees are bound to conduct themselves. The Facebook group cited is not managed or administered by the RCMP. When concerns about disrespectful content believed to be written by an RCMP employee are brought forward, they are and will be investigated and addressed. The RCMP initiated Code of Conduct investigations in the past based on inappropriate comments in third-party applications or on social networking sites and will continue to do so when these situations arise.

Public trust is essential for the RCMP to effectively fulfil its mandate. As a result, RCMP employees are expected to conduct themselves in a manner that meets the rightfully high expectations of Canadians. Both on- and off-duty, members are required to behave in accordance with the Code of Conduct of the RCMP. A member's use of the Internet for social networking is also subject to these standards. When using social networking, RCMP members must avoid compromising the integrity of the RCMP or portraying themselves or the organization in a disgraceful or discreditable manner.

Today, the RCMP serves more than 600 Indigenous communities across Canada. Serving Indigenous communities is a priority for the RCMP and we remain committed to improving the health and safety of the members of these communities.

Some aspects of the RCMP's work, such as those in support of reconciliation, are a long-term commitment that will take place in the daily activities of the RCMP's members and employees working with and in Indigenous communities, urban and rural. To support its commitment to improving relationships with Indigenous communities, the RCMP engages with Indigenous Elders, communities, youth advocates, academics and advisory bodies across Canada. We have several national and divisional Indigenous advisory committees that advise senior leadership on the delivery of policing services in Indigenous communities.

The work of RCMP employees is directly impacted by the advice and knowledge that is shared by these groups. RCMP employees are also involved in other national and divisional working-level groups on diversity and reconciliation.

The RCMP is committed to a diverse workforce, and to supporting its more than 1,900 Indigenous employees. Indigenous employees bring their unique perspectives and contributions to their work. They help ensure our programs and policies are culturally relevant. The RCMP recognizes that strengthening cultural awareness of employees is an important component for advancing reconciliation. Cultural learning opportunities and initiatives are taking place and being developed on an ongoing basis, both at the national and divisional levels.

Examples include

Training at Depot covers topics such as ethics, bias-free policing, harassment, discrimination and community justice forums, among others. The "Kairos Blanket Exercise", which is a 90-minute experiential workshop that aims to foster understanding about our shared history as Indigenous and non-Indigenous Peoples, has also been added to the regular Cadet Training

Program at Depot.

After leaving Depot, all new members are required to take the online Aboriginal Awareness Course before they reach two years of service.

The RCMP has also developed a new Cultural Awareness and Humility course and a Using a Trauma Informed Approach course, which are available to all RCMP employees, and are designed to improve capacity across the RCMP to effectively respond to gender-based violence (GBV) in a gender and culturally sensitive manner, which includes violence against Indigenous women, girls, racialized communities and 2SLGBTQ+ people.

- presentations at Depot and in divisions by a First Nations expert
- the recognition of Indigenous commemorative days and opportunities for RCMP employees to learn about Indigenous cultures and history
- the Aboriginal and First Nations Awareness Course (AFNAC) course, which is available to all employees and taken by all RCMP officers
- divisional cultural awareness training specific to regional Indigenous cultures, history and traditions.

Tab 4c Saskatchewan *Interpersonal Violence Disclosure Protocol (Clare's Law) Act*

Issue:

On June 22, 2020, the province of Saskatchewan issued a media release advising that the *Interpersonal Violence Disclosure Protocol (Clare's Law) Act* comes into force on June 29, 2020, and that all municipal police services will be participating in this new protocol but that the RCMP had recently indicated that it will not participate.

Proposed response:

- The RCMP has not refused to participate in or implement *Clare's Law*.
- To the contrary, the RCMP has been involved with the planning for *Clare's Law* from the beginning. The RCMP has been, and continues to be, supportive of this initiative.
- Early in the discussions and planning for the implementation of *Clare's Law*, the RCMP identified to the Saskatchewan government and municipal police services, that there may be some challenges that the RCMP will need to overcome during the law's onboarding phase due to the fact that the RCMP, unlike independent municipal police departments in Saskatchewan, are subject to federal legislation, including privacy legislation.
- The RCMP is continuing to look into the matter, and considering how best it can support *Clare's Law* objectives within its obligations under federal legislation, including the *Privacy Act*.
- The RCMP is mindful that legislation similar to *Clare's Law* is pending in other provinces where the RCMP is the contract provincial police force. This makes it important to ensure that any approach taken by the RCMP, a federal institution, reflects a well-considered nationwide approach in terms of harmonizing various provincial *Clare's Law* frameworks with the overarching federal privacy regime.
- In the meantime, the RCMP maintains its commitment to keeping families and communities safe and will continue to work in a cooperative manner with partner agencies and government departments to seek solutions to the serious problem of domestic violence.
- In particular, the RCMP remains committed to helping any individual with concerns about domestic violence through processes that have always existed for the RCMP. The Saskatchewan RCMP are also implementing a new, enhanced process that will ensure anyone who comes forward with concerns and is identified by the RCMP as being at risk will be provided access to Victim's Services, relevant information, and other resources to enhance their safety.
- If as a result of this assessment, the RCMP determines that a crime has been committed or is imminent, then it will take all necessary actions.
- It is important to note that any member of the public can access information relating to criminal convictions through provincial court houses.

Sask. *Interpersonal Violence Disclosure Protocol (Clare's Law) Act*

Background:

Clare's Law was an initiative in England and Wales that was created in response to Clare Wood being murdered by her boyfriend in 2009. Ms. Wood was killed by an accused who had a record of violence against women. Her family believes that she would still be alive if she knew the full extent of the accused's previous behavior.

Saskatchewan Bill 141- The *Interpersonal Violence Disclosure Protocol (Clare's Law) Act* authorizes a police service to disclose certain risk-related information to a current or former intimate partner where such information will assist the current or former partner in making informed decisions about their safety and the relationship. An application can be made by a person who feels they may be at risk of harm by a current or former intimate partner. A third party, such as a parent, can also make an application on behalf of a person, with or without their consent. If a criminal offence is reported during the application, the police will investigate the substantive offence. The protocol acts as a roadmap for police officers to make disclosures when they determine an individual may be at risk in their intimate relationship. The Act provides immunity for officers acting in "good faith".

Once an officer assesses whether there is a risk, the file can then go to a multi-sector review committee for further assessment and review, which includes a full risk determination (low/medium/high) and further recommendation on disclosure. Risk level (low/medium/high) will then be disclosed to the person making the application, along with any relevant criminal convictions.

Bill 141, *The Interpersonal Violence Disclosure Protocol (Clare's Law) Act* received Royal Assent on May 15, 2019. Since then, the province of Saskatchewan has been working with law enforcement in Saskatchewan and other partners on implementation processes. The RCMP identified from the outset federal *Privacy Act* issues which could preclude the RCMP's ability to participate in the *Clare's Law* protocol and communicated these concerns to provincial partners. *Clare's Law* comes into force on June 29, 2020. The RCMP is continuing to look into the matter, and considering how best it can support *Clare's Law* objectives within its obligations under the federal *Privacy Act*.

Tab 4d BC nursing student arrest – mental health training and the RCMP

Issue:

CTV news has reported that a B.C. nursing student claims she was assaulted by a member of the RCMP during a welfare check earlier this year.

Proposed response:

- We understand that a series of videos related to the ongoing civil matter were recently disclosed to all parties as per a court order. The RCMP respects the judicial process and we will file our official response as per the civil proceedings.
- We are committed to reviewing the materials and the allegations as it relates to the police officer's actions to determine what other steps need to be taken.
- Safety of the individual and officer are always the top priority. We must also treat people with dignity and respect.

Mental health training and the RCMP

Background:

CTV news has reported that a B.C. nursing student claims she was assaulted by a member of the RCMP during a welfare check earlier this year.

Police officers are often the first responders on scene when someone is experiencing a mental health crisis. We have a critical role to play when responding and interacting with people living with mental health problems and illnesses.

While police officers are not medical professionals and cannot diagnose individuals, it is important for the police to have an understanding of mental health disorders, including their signs and symptoms, in order to conduct effective risk assessments and de-escalate a mental health crisis, wherever it is tactically feasible.

Addressing the mental health needs of individuals and communities requires empathy, patience and awareness on the part of first responders. Through crisis intervention and de-escalation techniques, many mental health crisis situations can be managed with decreased risk to the public and police officers.

Tab 4e RCMP arrest Inuit domestic abuse victims

Issue:

On February 17, 2020, the Globe and Mail published an article about an Inuit domestic abuse victim being arrested and jailed for drinking in violation of her bail conditions, after her sister phoned the RCMP to report the assault.

Proposed response:

- The RCMP is committed to ensuring its policies and practices are inclusive and barrier-free for the diverse groups of people it serves, including applying a gender-based analysis plus lens on all policies, procedures and training.
- Contributing to the safety and wellness of Indigenous communities is a strategic priority of the Royal Canadian Mounted Police, and protecting the safety of all Canadians is of utmost importance.
- The Royal Canadian Mounted Police takes all reported allegations of criminal activity very seriously, including domestic violence.
- As part of the Government of Canada's Strategy to Prevent and Address Gender-Based Violence, the RCMP has developed cultural awareness and trauma-informed gender-based violence training. The online training includes interactive exercises, multimedia learning tools, references and opportunities to test knowledge throughout.
- The RCMP is committed to improving the relationship with all Indigenous communities, supporting survivors of violence and families, and ensuring that investigations are robust, professional and result in justice for the victims and their families.
- It is important that any evidence of criminal activity be reported to the police of jurisdiction where offences are alleged to have taken place so that they can be properly investigated.

Background:

On February 17, 2020, the Globe and Mail published an article about an Inuit domestic abuse victim being arrested and jailed for drinking in violation of her bail conditions, after her sister phoned the RCMP to report the assault.

Justice of the Peace, Joseph Murdoch-Flowers, called for an immediate end to such arrests and charges, saying that these actions deter women from reporting violence and add a sense of distrust between the Inuit community and the RCMP. Justice Murdoch-Flowers further indicated that by charging and prosecuting cases of abuse victims, serves only to dissuade victims from ever calling the RCMP for help.

A report from the Pauktuutiit Inuit Women of Canada entitled, "Addressing Gendered Violence against Inuit Women: A review of police policies and practices in Inuit Nunangat", provided specific recommendations to advise police on how to better respond to reports of violence against Inuit women.

The report suggested that police be positioned to work in partnership with other social service agencies to foster community safety and well-being through problem solving and conflict resolution—all the while taking the lead from Inuit, especially Inuit women who have been harmed by gendered violence.

The National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) was launched in 2016 to examine and report on systemic causes of all forms of violence against

Indigenous women and girls across Canada. It was further directed to make recommendations on concrete actions to remove systemic causes of violence and improve the safety of Indigenous women and girls, as well as propose ways to honour those who have died or gone missing.

The RCMP produced 119 investigative files, and 226 policy and other documents. The RCMP provided 21 active files where there was not a risk to the integrity of the investigation or future prosecution. The RCMP have asserted public interest privilege under section 37 of the *Canada Evidence Act* (CEA) to withhold two ongoing investigations under section 37 of the CEA and the National Inquiry challenged the privilege claim in Federal Court. The Federal Court decision was released after the final report's dissemination, found to be in favour of the RCMP.

The final report, *Reclaiming Power and Peace*, was released on June 3, 2019. It contains 231 Calls for Justice (CJs), with additional sub-recommendations, totaling 290 individual recommendations. The RCMP is implicated in approximately 90 of the CJs. The final report is highly critical of law enforcement in generally, and of the RCMP in particular. Key to the criticisms are allegations of various forms of discrimination and indifference, poor family and community communications and a lack of action on major cases involving Indigenous victims, including human trafficking. The CJs vary; some are broad and without specification, whereas others are clear and potentially actionable. Some police-related CJs require consultation with provincial/territorial policing partners.

The RCMP has reviewed the final report in its entirety and has been engaging in consultation within the RCMP and other government departments, as well as Indigenous groups and advisory councils to establish a way forward.

The RCMP acknowledges that relationship building takes time and local initiatives must be community-driven and supported.

Significant work to support Indigenous Communities, Peoples and Employees is taking place in the areas of investigative and justice initiatives, operational policies, as well as crime prevention and training, with much of this work embedded as part of the RCMP's policing and community practices such as:

- The course titled "Using a Trauma-Informed Approach", which introduces the concept of trauma and helps educate trainees on how to use a trauma-informed approach when conducting investigations. It examines the impacts of trauma and the potential challenges that can be faced when interacting with victims or survivors.
- The course titled "Cultural Awareness and Humility", which will enable trainees to better understand the impact of culture and personal identity on their actions, perceptions, interactions and experiences. The course aims to help trainees appreciate varying social and cultural norms, and the importance of adopting culturally-relevant, personally-sensitive and appropriate approaches for working with people from diverse backgrounds. The training is being developed in consultation with internal and external subject matter experts in the fields of trauma and gender-based violence. External stakeholders for the Cultural Awareness and Humility course include an advisory council of Indigenous Elders.
- Other initiatives include: Restorative Justice (RJ), Community Conflict Management Groups (CCMG), the RCMP Bias-Free Policing Policy, the Moose Hide Campaign, engagement with National Indigenous Organizations (NIO), the Kairos Blanket Exercise, as well as enhancing RCMP information sharing and communication practices with victims and survivors of crime.

Tab 5 Committee overview

Tab 5a Tips for responding to parliamentary committee questions

Tips for responding to parliamentary committee questions

The Chair of a parliamentary committee is responsible for recognizing members and witnesses who seek the floor, and ensuring that any rules established by the committee concerning the apportioning of speaking time are respected.

When witnesses appear in front of a parliamentary committee, remember that you are there at their request.

General tips for responding to committee questions

Committee appearances can be stressful events, especially if the dynamics amongst the committee members themselves are challenging. The Parliamentary Affairs Unit can help to coach witnesses and make suggestions on how to formulate responses during the appearance.

The following are some general guidelines to keep in mind as you prepare.

- Respond to committee members' questions through the Chair of the Committee.
- If the committee members engage in a heated discussion or a back-and-forth across the table, remain silent until the Chair has brought the meeting back to order. It is appropriate to ask for the member's question to be re-stated if need be.
- Regardless of the member's tone in posing the question, always respond to the question politely and in a neutral tone.
- Do not interrupt the committee member, even if they change the course of their question multiple times or seem to be rambling on. You may wish to take notes as the member is speaking so that you can tailor your answer accordingly.
- Once the member has finished speaking, make sure you understand the question before answering. Ask for clarification from the Chair or re-state part or the entire question as you understand it.
- Keep your answers brief and factual. Give the committee member the opportunity to ask a follow up question if they wish.
- If you are not sure that you have covered the information that the committee member is looking for, ask "does this answer your question"?
- Use plain language. Your goal is to inform the committee, and using overly technical language or bureaucratic jargon will only confuse or cloud the message you are trying to communicate.
- Avoid contradicting the Minister, senior government officials or the government's policy and taking a position, providing your opinion, stating your personal recommendations or speaking on behalf of others on a given issue.
- Do not divulge classified information, cabinet confidences or any information that contradicts privacy laws.

If you do not know the answer to a question

Do not answer in areas that you are not an expert. You may:

1. State that you are not the expert, and if you are comfortable and have the information to do so, attempt to head off the question.

Sample response: “Mr. Chairman, I am not the expert on that policy matter, however, I can tell you that in 2015, there were 72,039 impaired driving incidents, 3,100 (4%) of which involved drug-impaired driving.”

2. State that you are not the expert and offer to get back to the committee in writing.

Sample response: “Mr. Chairman, I am not the right person to answer that question, but if the committee wishes, I would be happy to take that question back and have the RCMP provide a written response”.

3. State that you are not the expert and suggest that the committee re-direct the question to the department who may be best placed to answer the question.

Sample response: “Mr. Chairman, I am not the right person to answer that question. Should the committee wish more information on that topic, I would suggest contacting the Department of Justice who are leading on that issue”.

4. Ask that political positions be re-directed to the Minister.

Sample response: “Mr. Chairman, I cannot speak to decisions regarding the course of action. I would respectfully suggest that the honourable member’s question would be best answered by the Minister of Public Safety”.

Handling difficult questions

The dynamics inside a committee room can sometimes be difficult to predict or manage depending on the personalities present and/or the issue being studied.

The following examples are designed to illustrate how a witness may handle these situations and still provide an answer in a calm, objective way.

If the question is hostile, position your statement and continue. (Sample Response: “Looking at it from a broader perspective, I would suggest that the statistical evidence supports the change in the program.”), or simply shut down the question with “I appreciate your point of view” and move on.

If the question is inflammatory or false, respond with an objective fact. (Sample Response: “Mr. Chairman, I respectfully disagree with that comment and think it would be useful to share with the Committee some facts we have on the issue.”)

If a parliamentarian launches a personal attack, shut down the issue quickly in a self-confident and firm way then get right back on topic. (Sample Response: “I’m not sure what the member would like to know Mr. Chairman (smile and pause), but if the question relates to our consultations with our stakeholders then...”)

Navigating the trouble spots

Maintaining control of the conversation is the key to a smooth appearance. Here are some common situations that can cause witnesses to feel uneasy.

1. Constant interruptions by the committee member, especially when they perceive they are not getting the information they want to hear.

Strategy: Do not interrupt. Wait until the member is finished then continue with, "If I may finish my answer to the Member's previous question first..."

2. Being blind-sided by a question completely unrelated to the topic at hand.

Strategy: Use a two-step approach. Try beginning with, "Mr. Chairman, I don't see how this issue is related to what we are talking about here today." If the member persists, then, "Mr. Chairman, I am not the right person to answer that questions, but if the committee wishes, I would be happy to take that question back and have the RCMP provide a written response."

3. Rapid fire questions about several topics. Members often do this to try to maximize their time allocation.

Strategy: Do not let it overwhelm you. "Mr. Chairman, the member raises many different issues. I rely on your direction here. It may be more helpful to the committee if I could address one issue at a time."

4. Questions/assertions based on incorrect information. Because members have their own researchers and hear testimony from different sources, it is not uncommon for them to put forth a piece of information to see how you respond.

Strategy: Do not take a defensive position against incorrect information; rather correct the member at the earliest opportunity. "Mr. Chairman, I would first like to address the statistics quoted by the Senator. The accurate numbers are..."

5. Silence (after responding to a question). This is a common strategy when the committee is trying to get you to say more than you are comfortable saying.

Strategy: Provide a complete response, and then let the silence happen. Nod slightly and wait with anticipation for the next question. This signals that you are confident that you have provided as much information as needed.

Tab 5b SECU member biographies

House of Commons Standing Committee on Public Safety and National Security (SECU)

The House of Commons Standing Committee on Public Safety and National Security reviews the policies, programs and expenditure plans of government departments and agencies responsible for public safety and national security, policing and law enforcement, corrections and conditional release of federal offenders, emergency management, crime prevention and the protection of Canada's borders.

Chair	John McKay	Liberal
Vice Chairs	Pierre Paul-Hus	Conservative
	Kristina Michaud	Bloc Québécois
Members	Marc Dalton	Conservative
	Pam Damoff	Liberal
	Jack Harris	New Democrat
	Angelo Iacono	Liberal
	Kamal Khera	Liberal
	Joël Lightbound	Liberal
	Rob Morrison	Conservative
	Doug Shipley	Conservative
	Gagan Sikand	Liberal

Charlie Angus- New Democrat

Timmins – James Bay

Election

- Elected to the House of Commons in 2004

Education and background

- Worked as an editor/journalist, and television broadcaster
- Worked extensively on community development projects with Canada's First Nations, working as a negotiator and consultant for the Algonquin Nation of Quebec
- Played a prominent role in calling national attention to the Kashechewan crisis of 2005 related to E. coli contamination of the community's drinking water

Points of note

- Associate member of the Standing Committee on Public Safety and National Security (SECU) and member of the Special Committee on the COVID-19 Pandemic, the Standing Committee on Access to Information, Privacy and Ethics (ETHI) and its Subcommittee on Agenda and Procedure (SETH), and member of the Standing Committee on Official Languages (LANG) and its Subcommittee on Agenda and Procedure (SLAN)
- NDP Ethics Critic, and Critic for Indigenous and Northern Affairs (Youth)
- Has raised privacy concerns about the use of facial recognition technology in law enforcement and has asked the Government of Canada to ban the technology until there is a system of judicial oversight in place
- Has indicated that he would like to hear from the family of Colten Boushie during SECU's study of systemic racism in the RCMP
- In reference to a June 2020 *Macleans*'s article that suggests the alleged April 2020 Nova Scotia shooter, Gabriel Wortman, may have had a relationship with the RCMP as an agent or a confidential informant, Mr. Angus noted that "this is something to look into"
- Called for Deputy Commissioner Zablocki to apologize, explain, or retire after his initial comments denying systemic racism exists in the RCMP

Marc Dalton- Conservative

Pitt Meadows – Maple Ridge, British Columbia

Election

- Elected to the House of Commons in 2019

Education and background

- Holds a Bachelor's Degree in French and History and a Master's Degree in Educational Leadership, both from Simon Fraser University
- Liberal member of the British Columbia Legislative Assembly from 2009 to 2017
- Former high school teacher, pastor, and served in the Canadian Armed Forces
- President of the non-partisan Assemblée Parlementaire de la Francophonie and was the Legislative representative for British Columbia's Francophones at provincial and national events

Points of note

- Member of the House of Commons Standing Committee on Public Safety and National Security (SECU)

- He is Indigenous (Métis) and served as Parliamentary Secretary to the Minister of Aboriginal Relations in B.C.

Pam Damoff- Liberal

Oakville North – Burlington, Ontario

Election

- Elected to the House of Commons in 2015

Education and background

- Has a Bachelor of Arts degree from the University of Western Ontario
- Oakville Town Councillor from 2010 to 2015
- Worked in financial and investment banking positions for 27 years

Points of note

- Member of the House of Commons Standing Committee on Public Safety and National Security (SECU)
- Parliamentary Secretary to the Minister of Indigenous Services
- Recipient of the Queen Elizabeth II Diamond Jubilee Medal, and a number of other awards for her community service

Jack Harris- New Democrat

St. John's East, Newfoundland and Labrador

Election

- Elected to the House of Commons in 1987, 2008, 2011, 2019

Education and background

- Graduate of Memorial University, the University of Alberta, and the London School of Economics
- Was a member of the Newfoundland and Labrador House of Assembly for 16 years and spent served as 14 years as leader of provincial NDP
- Was a senior labour lawyer for many years

Points of note

- Vice Chair of the Special Committee on Canada-China Relations (CACN)
- Member of the Subcommittee on Agenda and Procedure of the Special Committee on Canada-China Relations (SCAC)
- Member of the Standing Committee on Public Safety and National Security (SECU)
- Member of the Standing Committee on Foreign Affairs and International Development (FAAE)
- Current NDP Public Safety critic and has previously served as the NDP's Public Safety critic, Justice critic, and National Defence critic
- Has advocated for the federal government to set standards for police to follow, acknowledge the systemic problems within policing, and act to de-escalate encounters between police and Indigenous and Black Canadians where it can
- Has been a strong advocate for the government to increase its capacity to provide search and rescue assistance to all Canadians. Specifically, he sought for Canada to meet the international readiness standard of 30 minutes at all times for search and rescue incidents, from tasking to becoming airborne

- Has also previously pushed for a review of the military justice system and has been a vocal supporter of the men and women in uniform

Angelo Lacono- Liberal

Alfred-Pellan, Quebec

Election

- Elected to the House of Commons in 2015

Education and background

- Bachelor of Arts in political science from McGill University
- A lawyer by trade, he has a Juris Doctor degree from the University of Ottawa, and a certificate in European community law from the faculty of law of Lyon, in France

Points of note

- Member of the House of Commons Standing Committees on Public Safety and National Security (SECU) and the Library of Parliament (BILI)

Kamal Khara- Liberal

Brampton West, Ontario

Election

- Elected to the House of Commons in 2015

Education and background

- A registered nurse by trade, she has degrees in psychology and nursing from York University
- Worked at the Centre of Addictions and Mental Health, Peel Family Shelter, William Osler Health Centre, and as a registered nurse in the Oncology Unit at St Joseph's Health Centre in Toronto

Points of note

- Member of the House of Commons Standing Committee on Public Safety and National Security (SECU)
- Serves as the Parliamentary Secretary to the Minister of International Development
- Served as the Parliamentary Secretary to the Minister of Health from 2015 to 2017 and to the Minister of National Revenue from 2017 to 2018

Joel Lightbound- Liberal

Louis-Hebert, Quebec

Election

- Elected to the House of Commons in 2015

Education and background

- A lawyer by trade, he holds Bachelor's degrees in Civil Law and Common Law from McGill University
- Studied Information Technology Law at the Master's level, specializing in internet privacy

- Prior to being elected, practiced law in Quebec City for a firm that specializes in immigration

Points of note

- Current Parliamentary Secretary to the Minister of Public Safety and Emergency Preparedness
- Parliamentary Secretary to the Minister of Health from January to September 2017 and to the Minister of Finance from 2017 to 2019

John McKay- Liberal

Scarborough – Guildwood, Ontario

Election

- Elected to the House of Commons in 1997

Education and background

- Holds a Bachelor of Arts degree from the University of Toronto at Scarborough and a Bachelor of Laws degree from Queen's University
- Worked as a real estate attorney before entering politics

Points of note

- Chair of the Standing Committee on Public Safety and National Security (SECU), a position he has held since 2017
- Owing to his long tenure in the House of Commons, he has held a wide variety of critic positions and been a member of numerous Parliamentary committees and associations
- Served as the Parliamentary Secretary to the Minister of National Defence from 2015 to 2017 and to the Minister of Finance from 2003 to 2006

Kristina Michaud- Bloc Québécois

Avignon—La Mitis—Matane—Matapédia, Québec

Election

- Elected to the House of Commons in 2019

Education and background

- Holds a Master's degree in international relations from the Université Laval
- Worked as a political advisor to interim Parti Québécois leader Pascal Bérubé

Points of note

- Vice-Chair of the House of Commons Standing Committee on Public Safety and National Security (SECU)
- Bloc Québécois Public Safety and Emergency Preparedness Critic

Rob Morrison- Conservative

Kootenay – Columbia, British Columbia

Election

- Elected to the House of Commons in 2019

Education and background

- Retired in 2013 from a 35-year career in public service, including as an RCMP member, diplomat with the Department of Foreign Affairs (now Global Affairs Canada), and as Director General at the Treasury Board Secretariat (TBS)

Points of note

- Member of the House of Commons Standing Committee on Public Safety and National Security (SECU)
- Former RCMP member with experience in organized crime, national security, as a Liaison Officer, and in E Division
- During his diplomatic service, he was responsible for 17 countries in Central/Southwest Asia and the Middle East
- At TBS, he was responsible for an information-sharing environment with law enforcement agencies and foreign governments
- In November 2019, he expressed concern that RCMP in BC were making immediate budget cuts in spending due to a \$10.7 million deficit they were facing

Pierre Paul-Hus- Conservative

Charlesbourg – Haute-Saint-Charles, Québec

Election

- Elected to the House of Commons in 2015

Education and background

- Bachelor's degree in Political Science from Laval University
- Graduate of the Canadian Army Command and Staff College in Kingston, Ontario and the École Militaire in Paris, where he also taught
- Owner of PRESTIGE Media Group
- Retired military reservist after 22 years of service, including two operational missions to Goose Bay, Labrador and to Cyprus with the United Nations

Points of note

- Vice-Chair of the House of Commons Standing Committee on Public Safety and National Security (SECU)
- Current Conservative Shadow Minister for Public Safety and Emergency Preparedness
- Along with MP Glen Motz (Medicine Hat-Cardston-Warner), forwarded correspondence to the Prime Minister in February 2020 regarding the alleged hacking of Equifax by the Chinese People's Liberation Army and requesting information on the incident and the protection of Canadians' personal information
- In the House of Commons, he has questioned the Government's planned actions to further restrict firearms

Doug Shipley- Conservative

Barrie – Springwater – Oro-Medonte, Ontario

Election

- Elected to the House of Commons in 2019

Education and background

- City Councillor in Barrie from 2010 to 2019

- Small business owner

Points of note

- Member of the House of Commons Standing Committee on Public Safety and National Security (SECU)
- Former Vice-Chair of the Barrie Police Services Board

Gagan Sikand- Liberal

Mississauga – Streetsville, Ontario

Election

- Elected to the House of Commons in 2015

Education and background

- Honours B.A. with a double major in Crime and Deviance and Philosophy with a minor in Anthropology from the University of Toronto
- LLB Law degree from Brunel Law School in London, England
- Worked for the Ontario office of the Attorney General and Ministry of Aboriginal Affairs

Points of note

- Member of the House of Commons Standing Committee on Public Safety and National Security (SECU) and the Standing Joint Committee on the Library of Parliament (BILL)
- In 2016, he introduced a Private Member's Bill (C-247) that would have allowed police to use a device that could detect the presence of alcohol without having to administer a breathalyzer test