

# Surrey Police Board Training

Civic Hotel, Autograph Collection, 13475 Central Avenue, Surrey, BC, V3V 1Y8, (604) 951-3331

Time	Day 1 - Saturday July 25, 2020	
8:00 – 9:00am	Coffee and Muffins	
9:00 – 9:30am	Welcome & Program Introduction	Gayle Armstrong, Executive Director - Policing Model Transition Secretariat David Pilling, Director - Police Governance Mayor Doug McCallum - City of Surrey Welcome Chief Harley Chappell, Semiahmoo First Nation - First Nation Welcome
9:30 – 9:45am	Provincial Welcome	Mark Sieben, Deputy Solicitor General
9:45 – 10:00am	Director of Police Services	Brenda Butterworth-Carr, Assistant Deputy Minister & Director of Police Services
10:00 – 10:15am	Break	
10:15 – 10:45am	Overview of Surrey Transition	Gayle Armstrong, Executive Director - Policing Model Transition Secretariat
10:45 – 11:15am	Policing in British Columbia	Tom Steenvoorden, Executive Director - Office of Police Complaint Commissioner (previously of Police Services Branch)
11:15 – 12:00pm	Indigenous Perspectives in Policing and Reform	Doug White & Boyd Peters, First Nations Justice Council Leadership Circle
12:00 – 1:00pm	Lunch	
1:00 – 1:45pm	Police Board Governance, Roles & Responsibilities	David Pilling, Director - Police Governance Unit
1:45 – 2:15pm	Provincial Policing Standards	Jenni Bard, Director - Standards and Evaluation Unit
2:15 – 2:30pm	Coffee Break	
2:30 – 3:30pm	Hiring, Evaluating and Relationship with Chief Constable	Leah Zille, Port Moody Police Board & President of BC Association of Police Boards Mary Collins, Saanich Police Board Mark Reder, Chair - SCBCTA Police Service Board (2011-'19)
3:30 – 4:15pm	Collective Bargaining Agreements	Kevin Murdoch, Chair - Oak Bay Police Board Mike Welte, Abbotsford Police Board

Time	Day 2 - Sunday July 26, 2020	
8:00 – 8:30am	Coffee and Muffins	
8:30 – 8:45am	Day 2 Welcome & Program	Leah Zille, Port Moody Police Board & President of BC Association of Police Boards David Pilling, Director - Police Governance
8:45 – 9:30am	Office of the Police Complaint Commissioner	Clayton Pecknold, Police Complaint Commissioner Andrea Spindler, Deputy Police Complaint Commissioner
9:30 – 10:15am	Independent Investigations Office	Ronald J. MacDonald, Chief Civilian Director
10:15 – 10:30am	Break	
10:30 – 11:15am	Board Governance & Policies	Mark Warkentin, Abbotsford Police Board Barj Dhahan, Vancouver Police Board Sara Levine, Chair – South Coast BC Transportation Authority Police Service Board
11:15 – 12:00am	Police Budget & Relationship with Municipal Council	Barj Dhahan, Vancouver Police Board Henry Braun, Chair, Abbotsford Police Board Mike Welte, Abbotsford Police Board
12:00 – 1:00pm	Lunch	
1:00- 1:45pm	Strategic Planning & Stakeholder and Community Engagement	Leah Zille, Port Moody Police Board & President of BC Association of Police Boards Mark Reder, Chair – South Coast BC Transportation Authority Police Service Board (2011- '19)
1:45-2:30pm	View from Senior Management	Norm Lipinski, Deputy Chief Constable, Delta Police Department
2:30 – 2:45pm	Coffee Break	
2:45-3:30pm	Police Associations	Tom Stamatakis, Canadian Police Association
3:30 – 4:30pm	“You’ve just been appointed” - Police Board Member Lessons Learned	Sara Levine, Chair – SCBCTA Police Service Board Angela Kaiser, Delta Police Board Mark Warkentin, Abbotsford Police Board
4:30 – 4:45pm	Closing Remarks	Gayle Armstrong, Executive Director – Policing Model Transition Secretariat David Pilling, Director - Police Governance

# Policing & Security Branch

Presentation to the Surrey Police Board  
July 25, 2020

Tom Steenvoorden

Former Acting Executive Director

Public Safety & Policing Support

# Overview

- I The Legalities
- II Our Branch
- III Our Environment
- IV Major Initiatives & Strategies



“The minister must ensure that an adequate and effective level of policing and law enforcement is maintained throughout British Columbia”  
~*Police Act*

## The Legalities

# The *Police Act* – Key Functions

## Minister of Public Safety and Solicitor General

- › Ensures an adequate and effective level of policing and law enforcement is maintained

## Director of Police Services

- › Superintends policing and law enforcement in BC on behalf of the Minister

# Levels of Government



Federal

- › Policing is a shared responsibility
- › The *Constitution Act* delegates the responsibility for the administration of justice to provincial governments

Provincial

Municipal

PSB Mission:  
To enhance the safety and security  
of British Columbia's communities.

Our Branch

# Our Role

- › Provide central oversight of policing, law enforcement, and the security industry in BC
- › Develop and administer public safety initiatives dedicated to the protection of British Columbians



# Police Services Division

- › Oversee RCMP agreements
- › Establish provincial policing standards
- › Administer programs and initiatives
- › **Train and support police boards**
- › Develop policing policy and legislation
- › Conduct inspections and studies
- › Manage non-police appointments
- › Report on police data



# Security Programs Division

- › License and regulate private security industry
- › Regulate armoured car guards, locksmiths, security guards, alarm installers, private investigators, closed circuit television installers, security consultants, and electronic locking device installers
- › Administer the Protection Order Registry, Criminal Records Review Program, Personnel Security Screening Office, and the certification of guide dogs and service dogs

# Branch Legislation

- › *Armoured Vehicle and After-Market Control Act*
- › *BC Regulation under the federal Sex Offender Information Registration Act*
- › *Body Armour Control Act*
- › *Community Safety Act*
- › *Criminal Records Review Act*
- › *Firearms Act*
- › *Pill Press Act*
- › *Guide Dog and Service Dog Act*
- › *Gunshot and Stab Wound Disclosure Act*
- › *Metal Dealers and Recyclers Act*
- › *Missing Persons Act*
- › *Police Act*
- › *Security Services Act*
- › *Witness Security Act*

“The provincial government is committed to integrity, fiscal responsibility, accountability, respect, and choice.”  
~ *BC Policing and Community Safety Plan*

## Our Environment

# Policing in BC



# RCMP Federal Policing

- › Falls within the portfolio of the Minister of Public Safety Canada
- › Enforces federal statutes
- › 100% of the costs paid for by the federal government



# RCMP Provincial Police Service

- › Agreement with the federal government to contract the RCMP as BC's Provincial Police Service
- › 20-year *Provincial Police Service Agreement* renewed in 2012
- › Municipalities under 5,000 population and unincorporated/rural areas of BC are policed by the RCMP Provincial Police Service



# RCMP Provincial Police Service

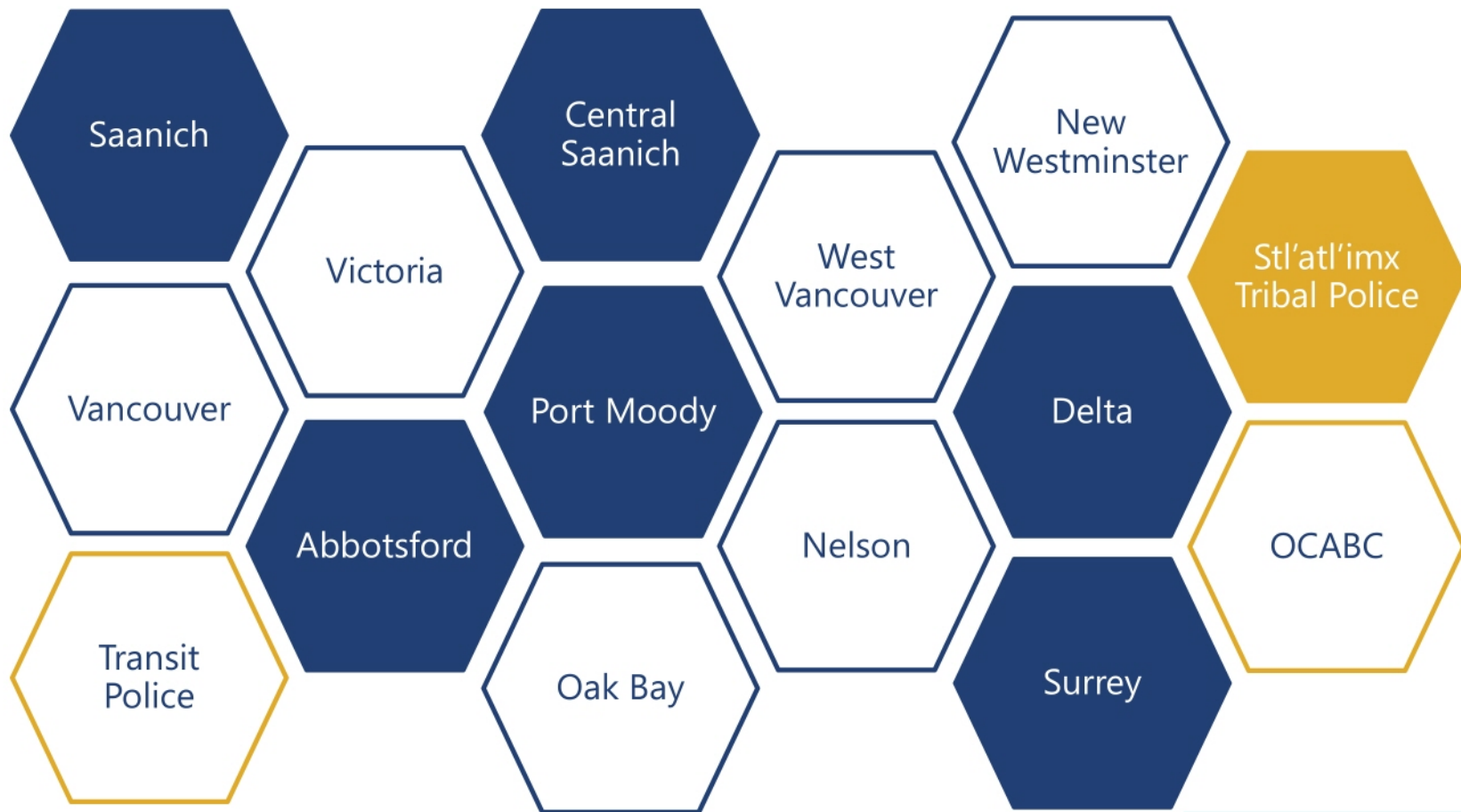
## Detachment Policing

- › Uniformed patrols, response-to-call duties, investigative services, community-based policing, traffic enforcement, and administrative support

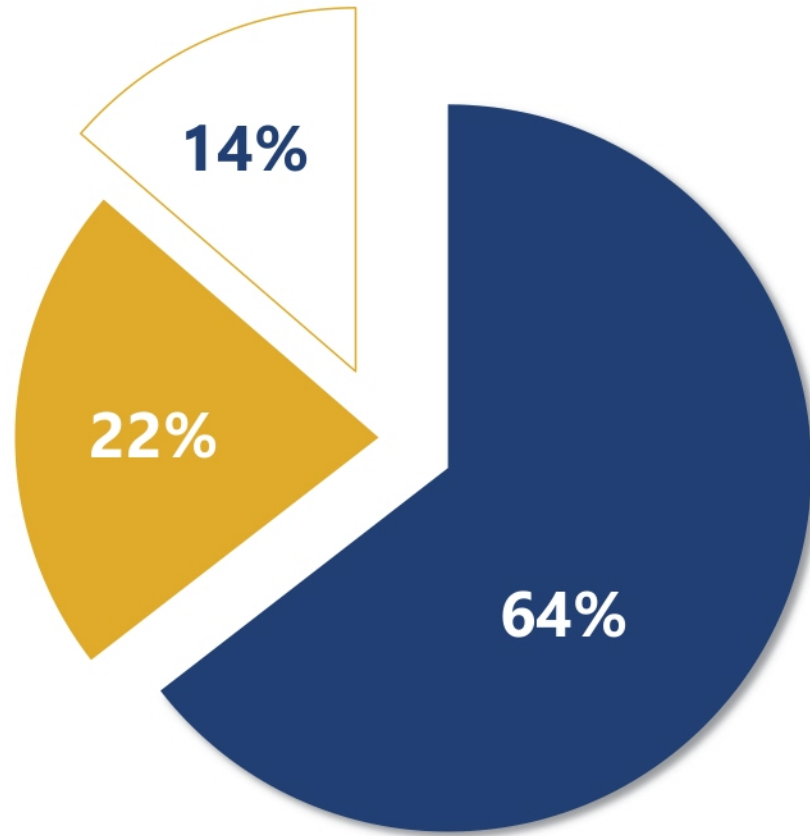
## Provincial Police Infrastructure

- › The province provides the Provincial Police Infrastructure to resolve high risk incidents, support for large community events and emergencies, to target organized crime and gangs, and capital to support operations, such as aircraft and marine vessels.
- › Provides these services across the province including RCMP policed and MPD policed municipalities.

# Municipal, Designated & First Nations Policing



# Funding Mechanisms

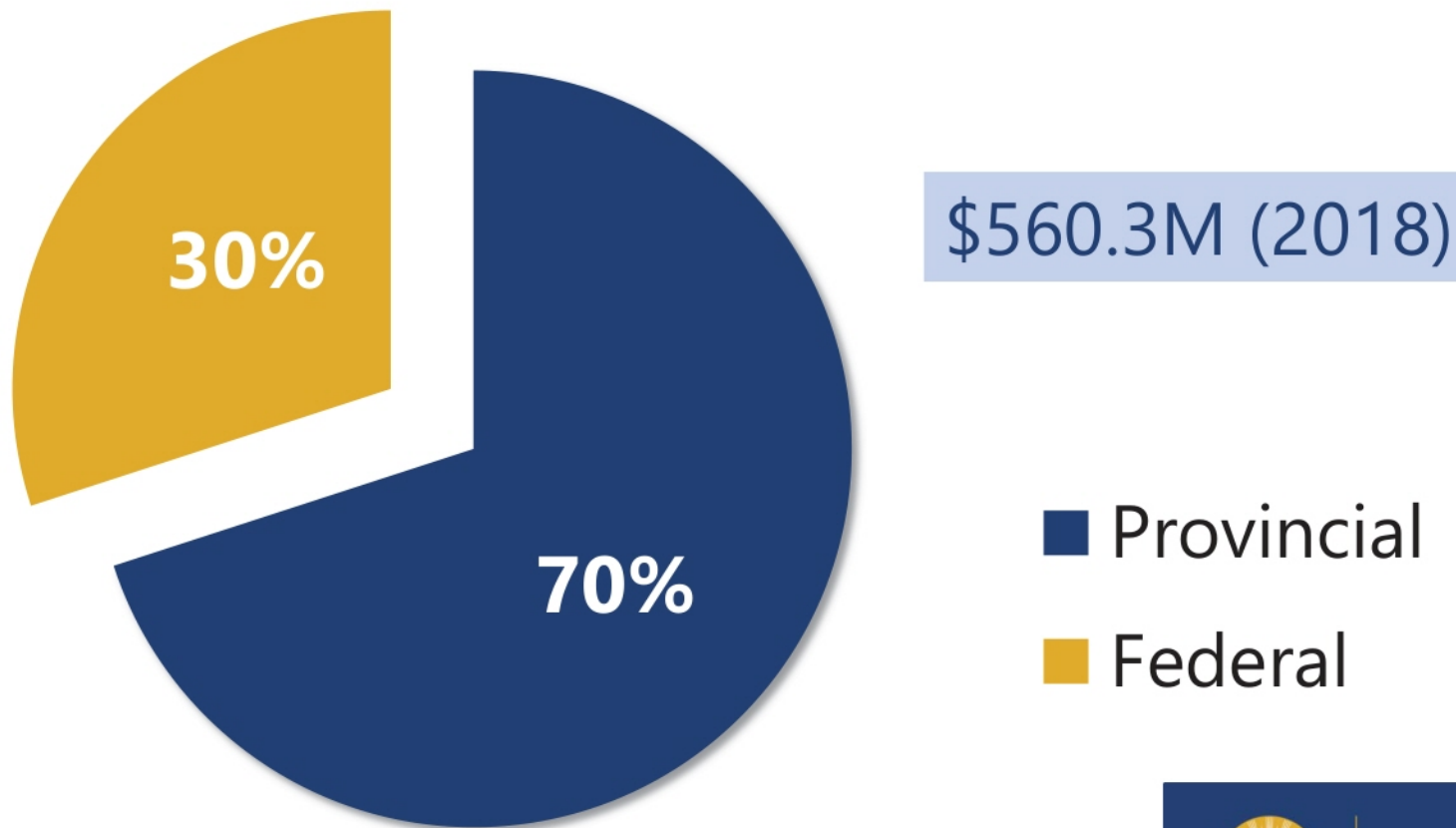


■ Municipal ■ Provincial □ Federal

- › More than \$1.9 billion is invested annually for policing in BC (2018)

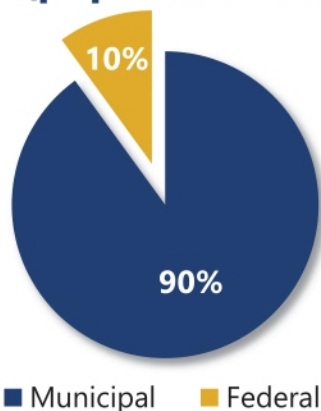
# Provincial Police Service Funding

## RCMP Provincial Service (<5000 population and Infrastructure)

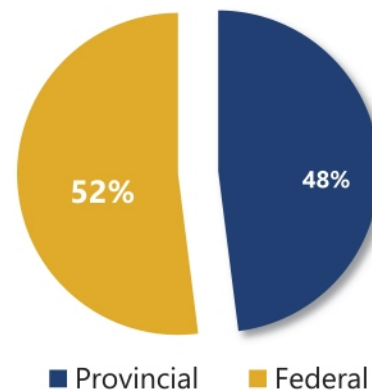


# Funding

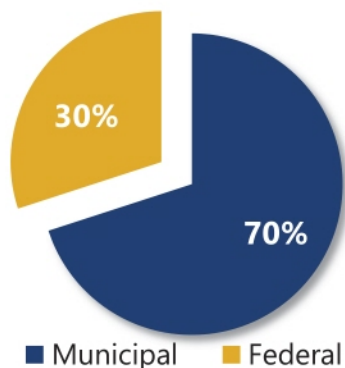
**RCMP (population 15,000+)**



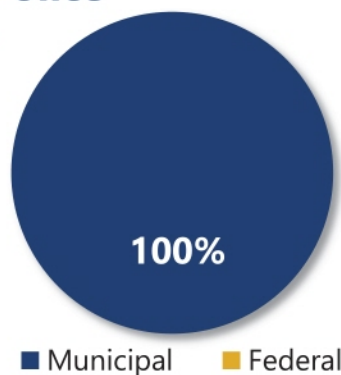
**First Nations Policing**



**RCMP (population 5,000 to 14,999)**



**Independent Municipal & Designated Police Agencies**



# Governance Structures

## RCMP

- › Provincial Police Service Agreement (PPSA)
- › Municipal Police Service Agreement (MPSA)
- › Municipal Police Unit Agreements (MPUA)

## Municipal Police Departments

- › Police Boards



# Mechanisms & Supports

## Accountability Mechanisms

- › Independent Investigations Office (IIO)
- › Office of the Police Complaint Commissioner (OPCC)
- › Commission for Public Complaints against the RCMP

## Services & Supports

- › Police Records Information Management Environment for BC (PRIME-BC)
- › E-COMM 911
- › Capital Region Emergency Service Telecommunications (CREST)

# Key Stakeholders

Wide range of stakeholders including governmental agencies and community-based organizations:

- › Public Safety Canada
- › BC Civil Liberties Association
- › BC Police Association
- › Union of BC Municipalities
- › Union of BC Indian Chiefs
- › PIVOT Legal Society

“The justice and public safety  
system in British Columbia  
protects people.”  
~ Ministry Service Plan

## Major Initiatives & Strategies

# BC *Police Act* Reform

- › July 8, 2020, the Legislative Assembly appointed the Special Committee on Reforming BC's Police Act
- › The Committee will consider the modernization and sustainability of policing in BC.
- › Evaluate the role of police with respect to complex social issues:
  - › Mental health and wellness; addictions and harm reduction; the scope of systemic racism within BC's police agencies and measures necessary to ensure a modernized *Police Act* is consistent with UNDRIP (2007)

# Guns & Gangs Strategy

The Guns and Gangs Strategy contains new or expanded initiatives focused on

1. Supporting effective enforcement and prosecution
2. Furthering community safety and public engagement
3. Expanding laws and sanctions targeting illegal guns and gang violence, profits, and property



# Provincial Policing Standards

- › Established by the Director of Police Services governing specific topics listed in s. 40 of the *Police Act*
- › Developed in collaboration with stakeholders, including a Standing Advisory Committee on Provincial Policing Standards (ACOPPS)
  - › includes police and non-police stakeholders
  - › BCAPB is represented on ACOPPS
- › Some standards are directed to police boards



# Questions?

# BC Provincial Policing Standards (BCPPS)

Surrey Police Board Training

July 25, 2020

Jenni Bard

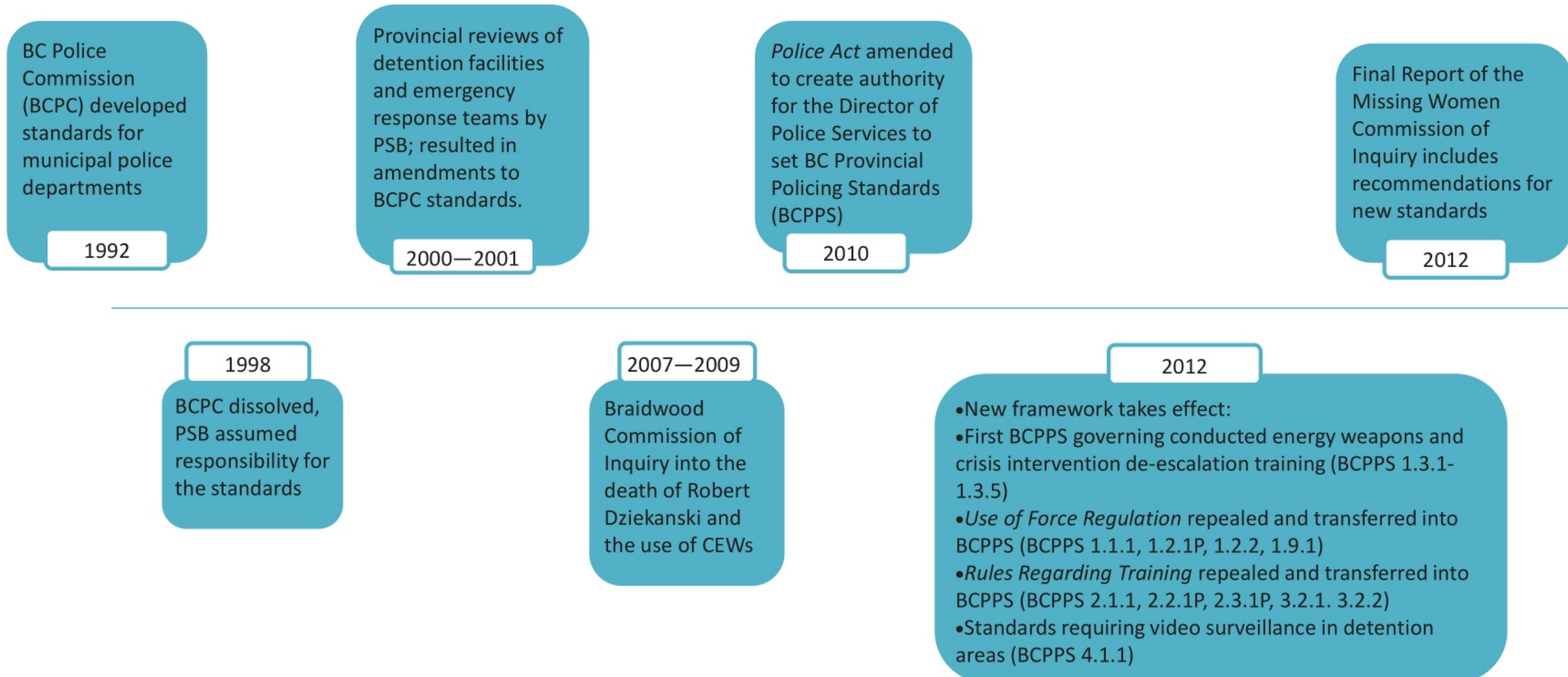
Policing and Security Branch (PSB)

*Police Act*  
authorities  
(s. 40  
(1)(a.1),  
(a.2))

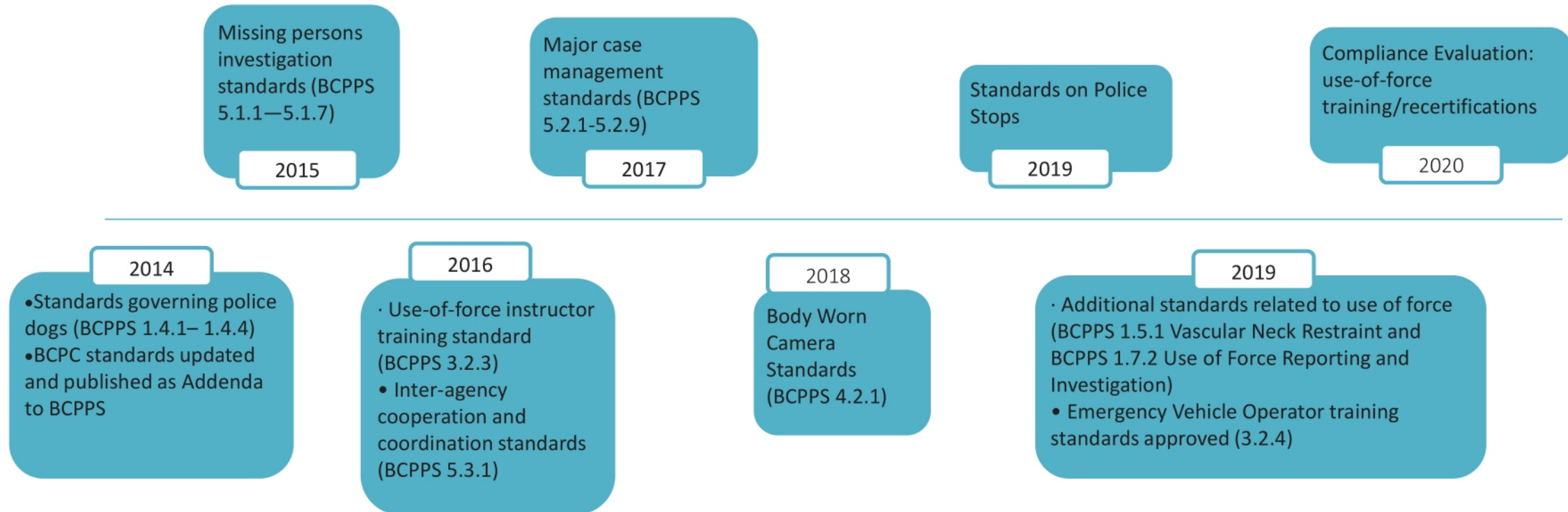
The Director of Police Services has authority to establish provincial policing standards in the following areas, and to evaluate compliance with the standards:

- Use of force
- Places of detention
- Equipment
- Training
- Cooperation between the IIO and the police
- Complex and serious investigations
- Data collection and analysis
- The promotion of un-biased policing
- Community consultation

# Key Events and Milestones



# Key Events and Milestones



# Standards Development Process



BACKGROUND  
RESEARCH



DRAFTING



STAKEHOLDER AND  
SME ENGAGEMENT



LEGAL REVIEW



APPROVAL



- BC Association of Municipal Chiefs of Police
- BC Police Association
- BC Association of Police Boards
- Union of BC Indian Chiefs
- Independent Investigation Office
- Civilian Review and Complaint Commission
- RCMP “E” Division & Pacific Region Training Centre
- Justice Institute of BC Police Academy
- Union of BC Municipalities
- BC Civil Liberties Association
- Office of the Police Complaint Commissioner
- Ad hoc: Federal and Provincial prosecution

## Advisory Committee on Provincial Policing Standards (ACOPPS)

Provides a forum for the Director of Police Services to consult with key stakeholders concerning the development or amendment of standards

Current membership (in process of expanding)

## Other engagement processes

Subject matter expert working groups

Special purpose advisory committees

1:1 meetings

Unbiased policing standards included an online public engagement process

# Completed standards

Must be approved by the Director and Minister

Must be provided to the entity responsible

Must be available to the public:

<https://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards>

# Compliance Monitoring by PSB



Request for update on status of implementation (self report)



Collection and review of statistical reports/surveys required by the standards



Formal compliance evaluations

# Role of Police Boards

Represented on ACOPPS

Some standards are directed to police boards.

Examples:

- Relate to board role as employer (e.g., ensuring that officers appointed under s. 26 complete the police recruit training program within required timelines)

- High level policy direction (e.g., implementation of body worn cameras)

Promote and facilitate compliance



# More information:

Jenni Bard

Director, Standards and Evaluation Unit

[jenni.bard@gov.bc.ca](mailto:jenni.bard@gov.bc.ca)

778-572-3397



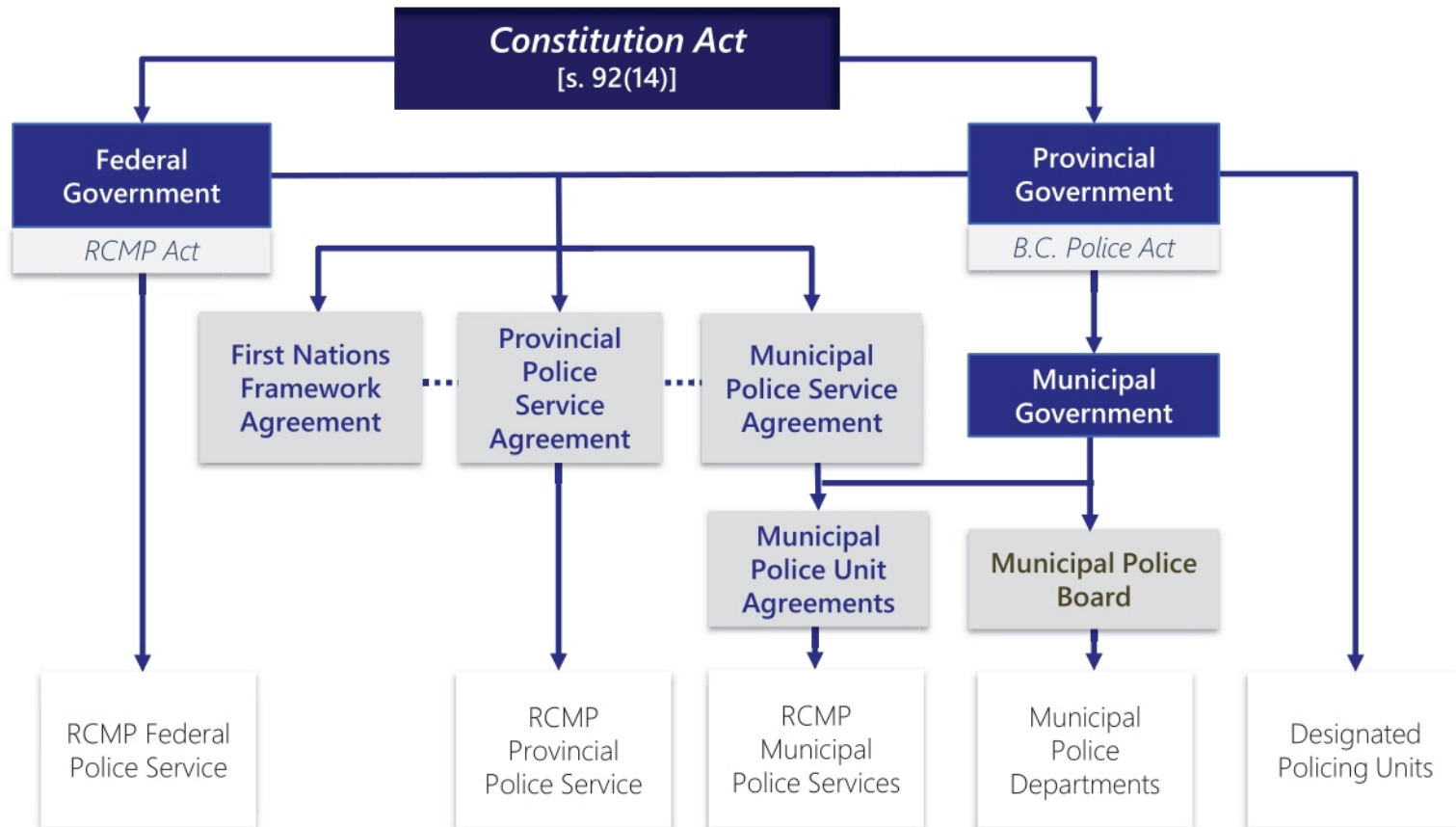
# Ministry of Public Safety and Solicitor General

## Policing Model Transition Police Board Orientation July 25/26, 2020

Gayle Armstrong  
Executive Director, PMTS

# Legislative Framework





# ***POLICE ACT*** – Municipal Responsibilities

- Municipalities with a population over 5,000 must provide policing and law enforcement through one of these means:



Agreement with  
Province for RCMP  
Policing Services



Agreement with  
another Municipal  
Department



Establish a  
Municipal Police  
Department



# ***POLICE ACT*** – Municipal Responsibilities

Municipalities are responsible for providing:



Accommodations



Police &  
Support Staff



Equipment &  
Supplies



Police Lockups

# ***POLICE ACT*** – Key Functions

## Minister of Public Safety & Solicitor General

Ensures adequate and effective level of policing and law enforcement

Establishes priorities, goals, and objectives for policing



## Director of Police Services

Superintends policing and law enforcement in B.C. on behalf of the Minister

Establishes provincial policing standards

Inspects and reports on the quality and standard of policing

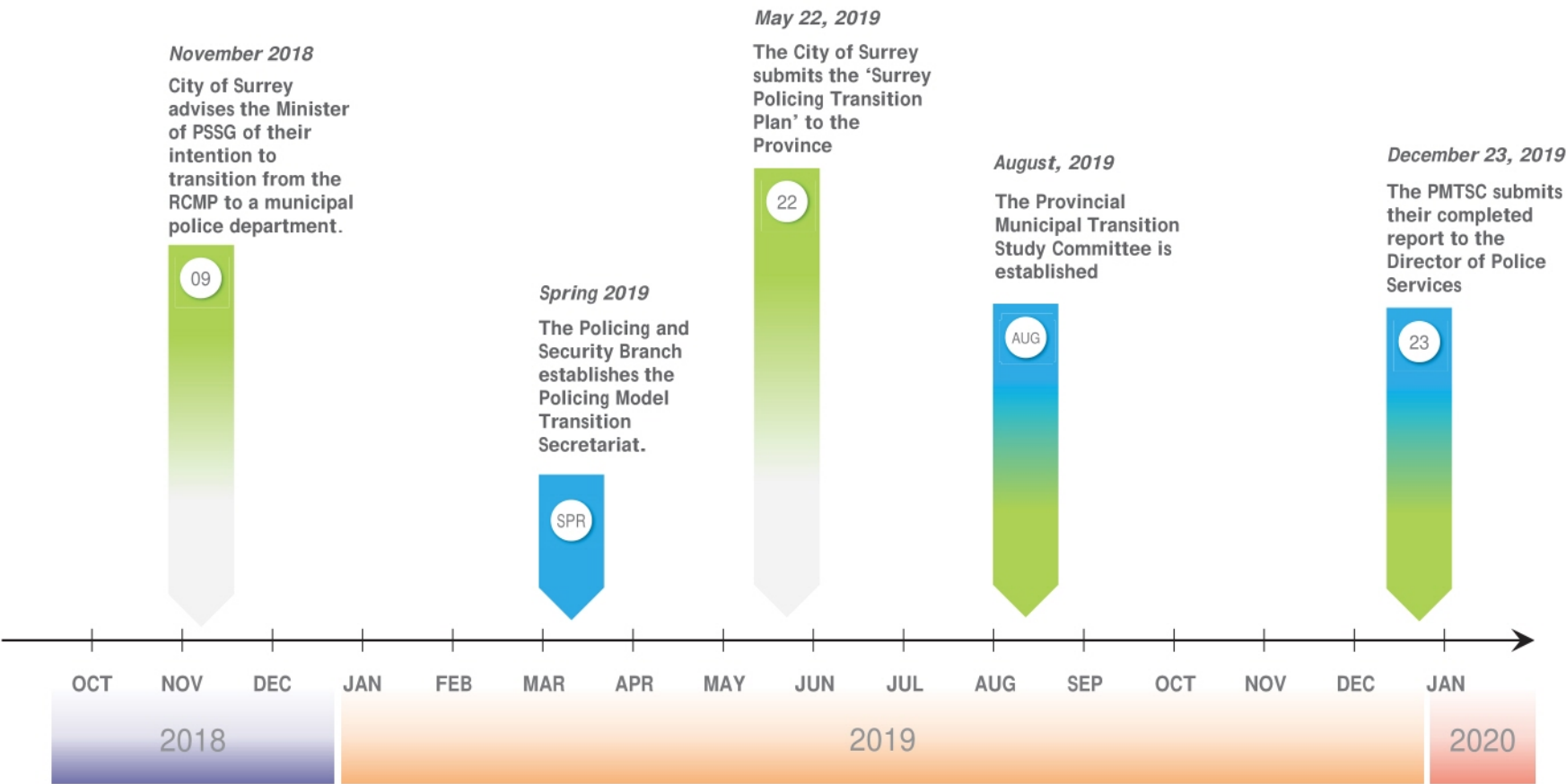
Conducts studies on policing, law enforcement, and crime prevention

Conducts inquiries on crime, investigations, and policing and law enforcement

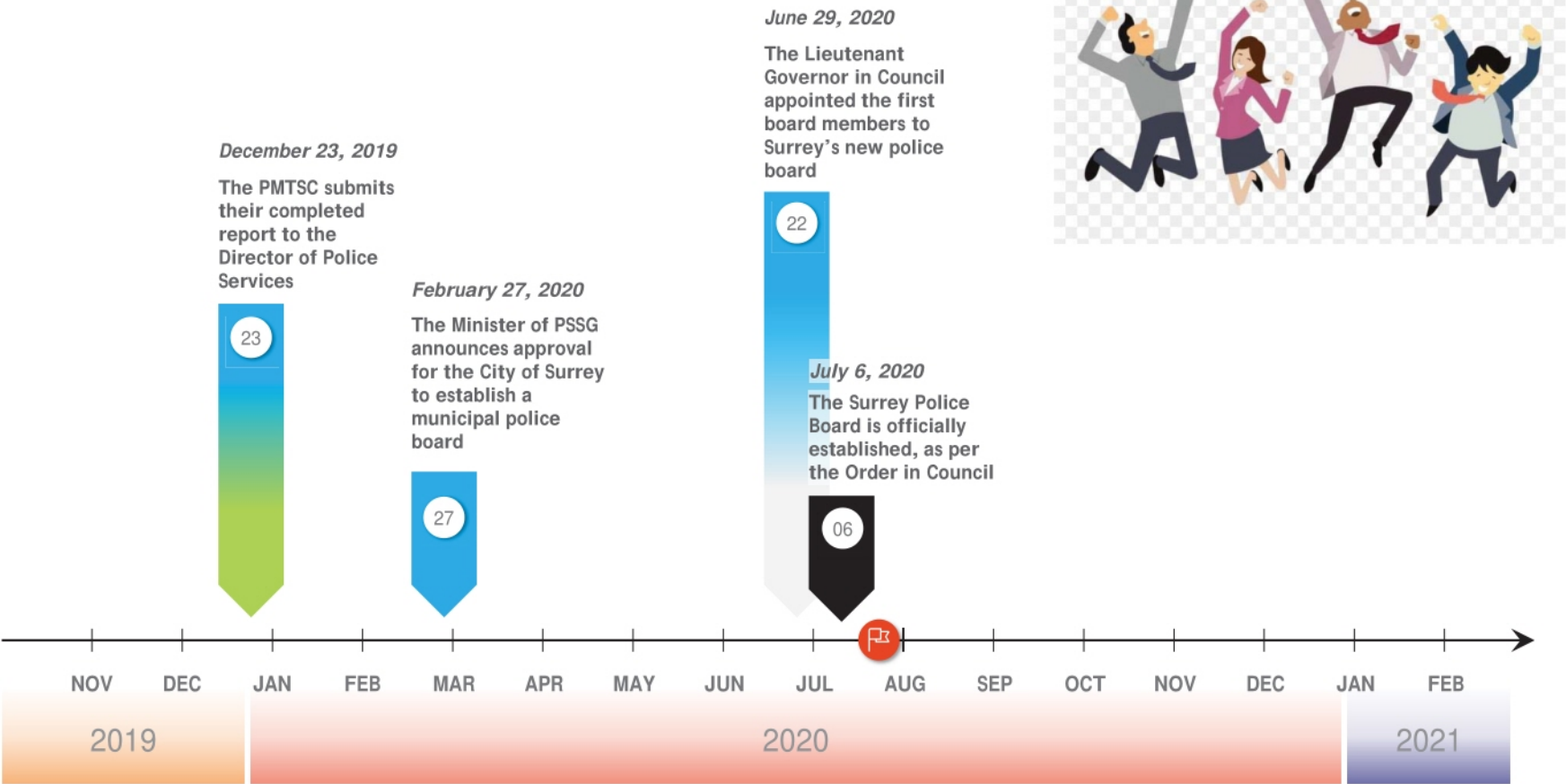
# How did we arrive here?



# Key Milestones



# Key Milestones





# Policing Model Transition Secretariat

- The Secretariat works to ensure that Provincial accountabilities and obligations under the Act are fulfilled:
  - Section 2: The Minister is responsible to ensure adequate and effective policing and law enforcement is maintained throughout the province.
  - Section 39(1): The Director is responsible for superintending policing and law enforcement in BC.

# Policing Model Transition Secretariat

- Liaise with Public Safety Canada and RCMP National HQ to determine what legal instruments or mechanisms are necessary to facilitate the transition.
- Facilitate the relationship between the RCMP at the National, Division and local levels and the Board and Chief Constable

# Next Steps







- The Secretariat will work with the Board to provide support, guidance and advice in developing policies, procedures and best practices
- Provide connection to PSB Subject Matter Experts
- PSB will apply a comprehensive evaluation framework to assess and approve department operational readiness, while ensuring the statutory responsibilities of the Province pursuant to the Police Act

# Current Environment





# Ministry of Public Safety and Solicitor General

## Questions?

Gayle Armstrong  
Executive Director, PMTS  
[Gayle.Armstrong@gov.bc.ca](mailto:Gayle.Armstrong@gov.bc.ca)  
604-398-5409



# Ministry of Public Safety and Solicitor General

Surrey Police Board Training and Orientation, July 25 & 26, 2020. Surrey, B.C.

## Board Governance and Oversight Roles and Responsibilities

David Pilling - Director, Police Governance  
Ministry of Public Safety and Solicitor General

# Contents

1. Statutory Responsibilities – Director and Municipalities
2. Board Governance and Oversight – General Principles
3. Board Governance and Oversight – Roles and Responsibilities
4. Police Board Operations
5. Stakeholder Relations
6. Other Key Relationships
7. Resources

# Director of Police Services

## Municipal Police Board Context

- Oversight and Support to Strengthen Board Governance and Oversight/Accountability
- S. 40:
  - Inspect and report on quality and standard of policing and law enforcement services delivery
  - Establish standards for policing and law enforcement: e.g. use of force, detention, major case management, unbiased policing
  - Consult with and provide information and advice to the Minister, chief civilian director, police executive, boards and committees, on matters related to policing and law enforcement
  - Make recommendations about appointments to a board.
- S. 42 – Study, investigate and prepare reports on policing, law enforcement and crime prevention.

# Municipal Responsibilities

- S. 3 – Municipalities with populations more than 5,000 are responsible for their own police services.
- S. 15 – Municipalities must bear expenses necessary to maintain law and order and must provide:
  - sufficient numbers to adequately enforce laws and maintain law and order
  - Adequate accommodation, equipment and supplies
  - Care and custody of persons in detention
- **Municipal police departments are “independent” because they are governed by an autonomous Police Board that acts independent from political interference.**

# Police Board Governance & Oversight – General Principles

A framework of rules/policies, systems and structures that provides the organization's leadership with *AUTHORITY* to take action and be held *ACCOUNTABLE* to achieve the priorities, goals and objectives of that organization.

# Police Board Governance & Oversight – General Principles





# Police Board Governance & Oversight – General Principles

- A Collective Responsibility
- Carver Model: Board (Policy and Direction) and Chief (Operations)
- Staying in your lane – not so black and white
- A shade too grey? Maybe this will help:
  - “Nose in... Hands out”
  - If it aligns/is connected with the priorities, goals and objectives, its in scope
- Be informed, be curious, ask questions

## Governance and Oversight Functions (Part 5)

- Establish Police Department (s. 26)
- Financial oversight (s. 27)
- Policy and direction (ss. 26, 28 & 29)
- Service and Policy complaints, with Chair responsible for discipline matters related to the Chief Constable and Deputy(ies) (Part 11)

# Police Board Responsibilities

In establishing the municipal police department, the Police Board:

- Appoints a chief constable, deputies.
- Employer of sworn and civilian staff.
- Negotiates/secures collective agreements.

# Policy Development

## In setting policy and direction, the Police Board:

- In consultation with the Chief Constable, determines the priorities, goals and objectives (PGOs) of the department. Must take into account provincial and municipal PGO's.
- Makes rules respecting the standards, guidelines and policies of the admin. of the department.
- May study, investigate and prepare a report on policing, law enforcement and crime prevention in the municipality.

# Financial Management

In overseeing the police department's finances, the Police Board:

- Submits a provisional budget to the municipal council prior to November 30<sup>th</sup> each year.
- This budget, prepared by the Chief Constable and senior staff, estimates how much funding is required to provide policing in the municipality.
- The estimated costs should be developed in alignment with the priorities, goals, and objectives set by the Board.
- Board works with Council and senior municipal staff throughout the year.

# Complaints and Conduct Issues

In managing aspects of misconduct, complaints, investigations, discipline and proceedings, the Police Board:

- approves procedures for handling internal misconduct;
- manages complaints about the police department's services or policies; and
- the Chair of the Police Board is the "discipline authority" for a public complaint or internal discipline matter regarding conduct of Chief Constable or Deputy.



# Police Board Operations

- Role of chair, *ex officio*
- Board speaks with one voice
- Meetings must be open to public. Limited In-camera exceptions (s.69).
- Board Policy and Procedures Manual
- Conflicts of interest guidelines
- Code of conduct
- Crisis/risk assessment and management
- Board and Board member evaluations

# Stakeholder Relations

## Police board interactions with stakeholders and accountability

1. The Community
  - Board profile
  - Public trust & confidence
2. The Police Department
  - Tools and resources
  - Shield from political interference
3. Ministry of Public Safety and Solicitor General
  - Reporting
4. Other oversight bodies (OPCC, IIO)

# Other Key Relationships

- Police Board and Chief Constable – Employer and Employee
- Police Board and Municipal Council

# Resources

- Be informed, Be Curious, Ask questions
- BC Police Board Handbook & Provincial training
- Board training opportunities
- BC Association of Police Boards
- Policing Department and other Resources

# QUESTIONS?

Police Governance Unit, Police Services Division:

- Artem Kuznetsov, Police Board Liaison - 778 698 8328
- David Pilling, Director of Police Governance – 778 698 8375

# BC Provincial Policing Standards (BCPPS)

Surrey Police Board Training

July 25, 2020

Jenni Bard

Policing and Security Branch (PSB)



*Police Act*  
authorities  
(s. 40  
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- Community consultation

# Summary of Comments on PSS-2021-10463 Records (clean) v2.pdf

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My name is Jenni Bard and I am the Director of the Standards and Evaluation Unit. My team is based out of our Branch's Vancouver office, which is in the traditional territories of the Coast Salish peoples, who have been stewards of the area for generations. I am thankful for the opportunity to be here with you today.

I am here to talk to you about the provincial policing standards.

I wanted to begin by describing the legislative framework for the provincial policing standards, and how that has evolved over time. Currently, under s. 40 of the Police Act, the Director of Police Services has the authority to establish binding provincial policing standards for all police agencies in BC. The scope of that authority is set by government, by listing in section 40 the particular topic areas for which the Director can establish standards. The Director also has the authority to evaluate compliance with the standards.

This framework is relatively new. It has been in effect since the beginning of 2012, although work to create the framework began earlier. We have made significant progress since 2012 to put standards in place for many of the areas listed on the slide, but there are still some areas where either standards have been drafted but are not yet complete and other areas where work is in the early stages.

# Key Events and Milestones

BC Police Commission (BCPC) developed standards for municipal police departments

1992

Provincial reviews of detention facilities and emergency response teams by PSB; resulted in amendments to BCPC standards.

2000—2001

*Police Act* amended to create authority for the Director of Police Services to set BC Provincial Policing Standards (BCPPS)

2010

Final Report of the Missing Women Commission of Inquiry includes recommendations for new standards

2012

1998

BCPC dissolved, PSB assumed responsibility for the standards

2007—2009

Braidwood Commission of Inquiry into the death of Robert Dziekanski and the use of CEWs

2012

- New framework takes effect:
- First BCPPS governing conducted energy weapons and crisis intervention de-escalation training (BCPPS 1.3.1-1.3.5)
- *Use of Force Regulation* repealed and transferred into BCPPS (BCPPS 1.1.1, 1.2.1P, 1.2.2, 1.9.1)
- *Rules Regarding Training* repealed and transferred into BCPPS (BCPPS 2.1.1, 2.2.1P, 2.3.1P, 3.2.1, 3.2.2)
- Standards requiring video surveillance in detention areas (BCPPS 4.1.1)

To understand the current framework, it's helpful to look back at some of the things that have influenced where we are now.

In the 1990s, an entity called the BC Police Commission had responsibility for inspecting the quality and standard of municipal police departments. The BCPC established a set of benchmarks for the inspections – which were policing standards for municipal police departments in BC. The BCPC was disbanded when the Police Act was amended in 1998, and responsibility for inspecting the quality and standard of policing was transferred to government, specifically to the Director of Police Services and Policing and Security Branch. PSB upheld the standards used by the BCPC. One of the challenges with these standards was that they were not binding. In addition, many of the standards simply identified areas for which the police department needed to have written policies and procedures, without providing direction on content, they were not facilitating consistency between policing jurisdictions. Thirdly, the scope did not include the RCMP.

In 2007, the first report of the Braidwood Commission of Inquiry into the use of CEWs was released. It was very critical of government for not regulating the introduction of a new and innovative intermediate weapon by police in BC.

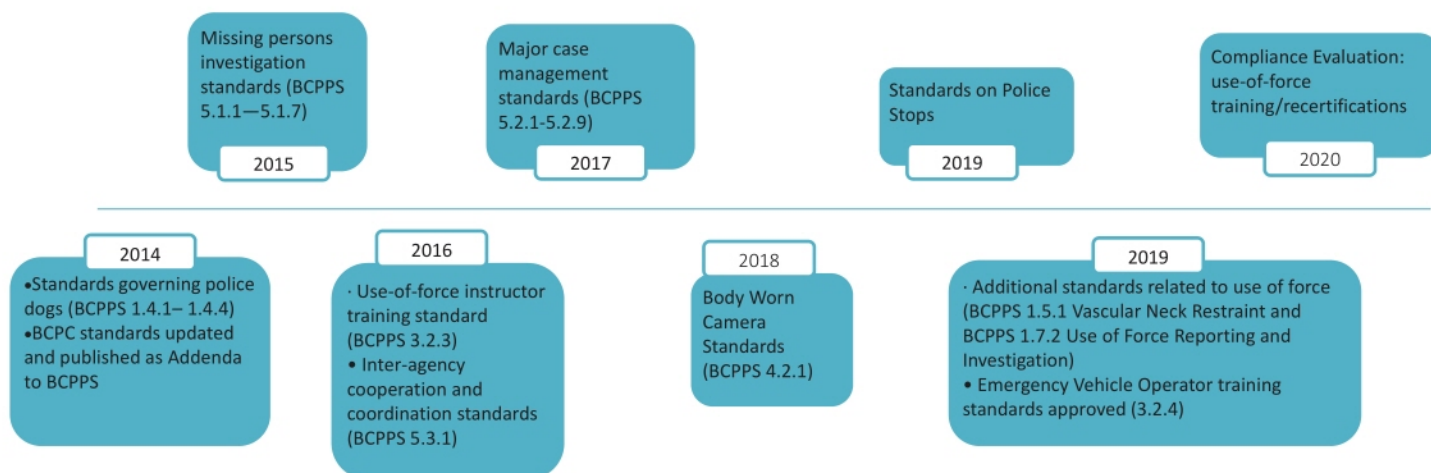
The need to respond to Braidwood's recommendations was the impetus for changes to the Police Act in 2010 that would allow the Director to create binding standards for all police agencies. The changes also transferred some of government's regulation-making authorities into the scope of the Director's new standards-making authority. The changes could not be brought into effect however, until new standards were ready to replace existing regulations.

In 2012, the work to create the standards and related training recommended by Braidwood governing CEWs and crisis intervention de-escalation training was completed. In addition, standards were drafted bring the substantive requirements of the Use of Force Regulation and the Rules Regarding Training for officers appointed under s. 26 of the Police Act, into the standards.

It's not on the slide, but another key event in 2012 was the completion of new RCMP agreements in 2012. The new agreements included provisions that supported a higher level of accountability, including that the RCMP in BC would harmonize standards and procedures to be substantially similar to or exceed the comparable standard or procedure applicable to other police agencies in the province.

2012 also saw the release of the Final Report of the Missing Women Commission of Inquiry, which included recommendations for the development of standards governing missing person investigations, major case management, inter-agency cooperation and the promotion of unbiased policing.

# Key Events and Milestones





Number: 1 Author: Presenter Subject: Presentation Notes Date: 2021-01-29 5:02:26 PM

This slide shows the timeline for other standards that have been completed since the first standards took effect in 2012. I should note that the dates here reflect the date that standards were approved. In most cases, there is a period of time between approval and coming-into-effect, to allow police agencies to develop required policies and procedures, acquire equipment or cycle members through any mandatory training.

The BCPC standards continue to provide a benchmark, for evaluation purposes, for topics that we have not yet developed a new Director's standard for. For example – two key areas where we are in the early stages of developing Director's standards (or BCPPS) are detention facilities and emergency response teams. The BCPC standards are published alongside the Director's standards (BCPPS) as an addendum. However, they are not binding like the BCPPS. As new BCPPS are developed that overlap with any BCPC standards, the addendum is updated by removing the appropriate sections of the BCPC standards. Over time, the goal is to completely phase out the BCPC standards, at which point the addendum will no longer be required.

# Standards Development Process



BACKGROUND  
RESEARCH



DRAFTING



STAKEHOLDER AND  
SME ENGAGEMENT




LEGAL REVIEW



APPROVAL

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 Number: 1 Author: Presenter Subject: Presentation Notes Date: 2021-01-29 5:02:26 PM

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The standards development process begins with background research and ends with approval. Drafting, consultation with subject matter experts and stakeholders and legal review are consistent components but this is not necessarily a linear process and there is often more than one round of consultation on drafts.

- BC Association of Municipal Chiefs of Police
- BC Police Association
- BC Association of Police Boards
- Union of BC Indian Chiefs
- Independent Investigation Office
- Civilian Review and Complaint Commission
- RCMP “E” Division & Pacific Region Training Centre
- Justice Institute of BC Police Academy
- Union of BC Municipalities
- BC Civil Liberties Association
- Office of the Police Complaint Commissioner
- Ad hoc: Federal and Provincial prosecution

## Advisory Committee on Provincial Policing Standards (ACOPPS)

Provides a forum for the Director of Police Services to consult with key stakeholders concerning the development or amendment of standards

Current membership (in process of expanding)

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I want to expand a bit more on the engagement piece. One of the processes we use utilize for all standards, regardless of topic, is the Advisory Committee on Provincial Policing Standards. This is a standing committee that provides an opportunity for the Director of Police Services to hear diverse perspective on standards under development, and priorities for new standards, as well as compliance monitoring activities. We are in the process of adding some additional groups, but for now the membership is reflected on the slide. The current representative for the BC Association of Police Boards is Evan Southern, who is part of the Victoria/Esquimalt Police Board. ACOPPS members are expected to keep their respective organizations updated on what is happening at the ACOPPS table. If you are not receiving updates about ACOPPS I encourage you to ask questions about it. We are also really counting on our ACOPPS reps to come to meetings prepared to represent their organization, to not only listen but also contribute to the dialogue. Ideally this means they are seeking input from their organizations in advance of meetings. The Committee meets three times a year.

## Other engagement processes

Subject matter expert working groups

Special purpose advisory committees

1:1 meetings

Unbiased policing standards included an online public engagement process



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In addition to ACOPPS, we also engage with subject matter experts and stakeholders that are specific or relevant to the particular standards under development. This can look different depending on the topic.

## Completed standards

Must be approved by the Director and Minister

Must be provided to the entity responsible

Must be available to the public:

<https://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/policing-standards>

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Once drafting and consultation is complete and a new standard has been approved by the Director, it must also be sent to the Minister of Public Safety and Solicitor General for approval. From there, there are a few conditions in the legislation before a standard is considered binding: it must be provided in writing to the person or entity responsible for ensuring compliance with that standard. Typically, this is the chief constable, chief officer or the commissioner of the provincial force, but in some cases it is the police board or – if there is a capital expense involved – the municipality. New standards must also be made available to the public, including by posting the standards to a publicly accessible website.

# Compliance Monitoring by PSB



Request for update on status of implementation (self report)




Collection and review of statistical reports/surveys required by the standards



Formal compliance evaluations

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Before I speak about compliance monitoring, I want to acknowledge the implementation stage again. I alluded to this earlier. There is typically a period of time between approval and coming-into-effect for a new standard. If the new standard primarily requires the development of policy and procedures, this period may be shorter or longer, depending on the scope of the policy implications. If a new standard requires specific equipment, there will be at least a year between approval and coming-into-effect, to allow budget planning. If a new standard requires specific training, there will sufficient time provided to get members through that training.

Compliance monitoring, and I emphasize here I am talking about activities that our Branch undertakes, we hope that agencies and boards are also monitoring things internally, can range from requesting written confirmation that a new standard has been implemented, reviewing an agency's policies or procedures for alignment with the standards, collecting and monitoring data, to a formal evaluation that includes on site visits. Our team is currently wrapping up site visits for a compliance evaluation focused on use of force training requirements right now.

## Role of Police Boards

Represented on ACOPPS

Some standards are directed to police boards.

Examples:

Relate to board role as employer (e.g., ensuring that officers appointed under s. 26 complete the police recruit training program within required timelines)

High level policy direction (e.g., implementation of body worn cameras)

Promote and facilitate compliance



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Why is it important for police boards to know about the standards? You have an opportunity to contribute to the development of standards through the BCAPB's participation on the Advisory Committee on Provincial Policing Standards. Some of the standards are directed to police boards, meaning police boards are responsible for ensuring compliance. Police boards also have an opportunity to help ensure the chief constable is ensuring that procedures and practices align with the standards, for example by requesting information on the status of implementation.

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## More information:

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