



# Strategy for a Safer Ontario

Ministry of Community Safety and Correctional Services

Date: April 12, 2017

# Consider How Policing is Provided in Your Community

- There are multiple ways that policing is delivered to municipalities and First Nations:

**Municipal Police Service**

**Ontario Provincial Police**

**First Nations Police Service**

- While each is expected to provide adequate and effective police service delivery, some aspects of the current *Police Services Act* apply differently to each, or don't apply at all.
- Clear direction and alignment are needed to ensure communities can fully participate in the governance of their police service and confidence in the oversight of police boards and police officers.
- Through the Strategy for a Safer Ontario, the province will modernize the legislative framework to align police service delivery across the province, with an aim to:
  - Strengthen partnerships between police and the communities they serve
  - Enhance and ensure consistent oversight and accountability
  - Ensure police services meet the needs of the communities they serve

# Our Plan: The Strategy for a Safer Ontario

## What is the Problem?

- × Reactive, resource-intensive emergency responses associated with traditional policing
- × Changing nature and complexity of crime
- × Increased demands on public safety personnel
- × Increased demands and challenges regarding human rights and civil liberties
- × Outdated policing framework

## STRATEGY FOR A SAFER ONTARIO

### Community Safety and Well-Being

- ❖ Mandate a collaborative approach to community safety and well-being planning at local level
- ❖ Improve police interactions with vulnerable individuals

### What Police Do

- ❖ Clarify core police responsibilities
- ❖ Increase opportunities for the use of alternative community safety personnel
- ❖ Enhance professionalism, education and training

### Increase Accountability to Public

- ❖ Enhance governance and oversight of police services
- ❖ More active Ministry role in the oversight of police services/community safety personnel

### Ensure Sustainability of First Nations Policing

- ❖ Provide enhanced legislative options
- ❖ Enhance service delivery and funding

Community Focused

Sustainable Policing

Enhanced Public Trust and Confidence

Culturally Responsive

## Outcomes

- ✓ Strengthened partnerships between police and the communities they serve
- ✓ New community safety services structure that clarifies core police responsibilities, updates training requirements and reduces pressures on police services
- ✓ Enhanced and consistent oversight and accountability
- ✓ Sustainable and culturally responsive policing services

# Community Safety and Well-Being

## Context

- Keeping our communities safe is often thought of as the responsibility of the police alone
- The Strategy's new approach to community safety and well-being requires a collaborative, preventative, locally-based approach.
- Ensuring community safety and well-being requires provincial, municipal and First Nations partners, service providers and community members collaborating to:
  - Identify and address priority community risks such as mental health and homelessness
  - Implement strategies for prevention and social development
  - Build trust between community partners
  - Improve outcomes for residents
- Working together, partners will be able to ensure those in need get the right response, at the right time, by the right service provider.

## Key Initiatives under Community Safety and Well-Being:

1. Mandating community safety and well-being planning
1. Providing toolkits and funding supports
2. Serving vulnerable Ontarians



# Community Safety and Well-Being *(cont'd)*

## Initiative #1: Mandate Community Safety and Well-Being (CSWB) Planning

- The Ministry is looking at how community partners (municipalities, service providers and community members) can work together to develop community safety and well-being (CSWB) plans to address local issues, such as homelessness or substance use.
- The Ministry is considering making municipalities accountable for the CSWB process – municipalities would then have to establish a steering committee with representation from multiple sectors (for example, health and housing).
  - Police Services Boards (PSBs) could be mandated to work with municipalities to develop the plans, and align their business plans (to be renamed Strategic Plans), with the new CSWB plan.
- First Nations would not be required to have a CSWB Plan; however, they would be encouraged to engage in CSWB planning and would have access to all ministry supports.
- The ministry could have authority to inspect plans.

# Community Safety and Well-Being *(cont'd)*

## Initiative #2: Providing Toolkits and Funding Supports

- Ministry supports include the CSWB planning framework and a toolkit of practical guidance on how to develop a CSWB plan, which was developed over the course of extensive consultations and planning pilots, including in a First Nations community. Implementation of local plans would also be supported through a new grant program.
- The ministry is exploring the development of new CSWB-focused grants that would be linked to outcomes (i.e., grant recipients would need to demonstrate that they are achieving provincially and locally-identified outcomes and requirements).
  - Beginning in 2018/19, MCSCS is exploring implementing a new transitional Policing Effectiveness and Modernization (PEM) grant for police services boards as the ministry moves towards supporting outcome-based community safety and well-being initiatives.
  - For future years, MCSCS is exploring transition to a new Community Safety and Well-Being (CSWB) grant for municipalities and First Nations.
- MCSCS will continue engaging its community, policing and First Nations partners on grants transformation and will consider changes based on the outcomes of that engagement.

# Discussion Questions



How can the ministry best support CSWB planning in First Nations communities?



How can municipalities, if mandated to lead the development of CSWB plans, best work with First Nations community members and leadership?



What types of priorities/areas might be the focus of a CSWB grant? For example, the following:

- Service providers delivering new/increased/better coordinated services (e.g., social navigators, situation table coordinators, etc.), operating costs for new/increased services or programs
- Research into community assets, needs/risks, best practices, jurisdictional scanning to inform strategies for implementation
- Determining outcomes and monitoring and evaluating success

# Community Safety and Well-Being *(cont'd)*

## Initiative #3: Serving Vulnerable Ontarians

- A key part of community safety and well-being is improving interactions between police and vulnerable individuals, such as youth with mental health or addictions issues.
- Police are increasingly responding to calls for service that are not always criminal in nature. These service calls often involve individuals who may be better assisted by other community, health or human service providers.

### Some key statistics...

The Canadian Homelessness Research Network estimated that on any given night 6,000 Canadian youth are homeless. Homeless youth are exposed to significantly more physical abuse, sickness, injury and mental health problems than their non-homeless peers.

Although the majority of people with mental health issues never come into contact with police, police officers often help individuals who may be experiencing a mental health crisis. In 2011, the Mental Health Commission of Canada found that approximately 1 in 20 police dispatches involved persons with a mental illness.

In 2012, Statistics Canada identified Canadian youth aged 15 to 24 years old as the group with the highest occurrence of a mental or substance use disorder (18.5%).



# Community Safety and Well-Being *(cont'd)*

## **Initiative #3: Serving Vulnerable Ontarians (cont'd)**

Police are increasingly responding to calls for service that are not always criminal in nature. These service calls often involve individuals who may be better assisted by other community, health or human service providers. Coupled with the improved coordination of public safety services, the Strategy would also improve police interactions with vulnerable individuals who may be experiencing mental health issues by:

### **Improving transitions between police and hospital workers**

- In Ontario, a person experiencing a mental health or addictions related crisis may be apprehended by police officers and subsequently accompanied to a hospital emergency department for assessment and care. This process can create an increase in demands on police and hospital resources, longer wait times, and impact the care of the person in crisis.
- The ministry is considering developing a framework help improve transitions of individuals from police officers to hospital workers.
- The ministry is also considering requiring police officers to use a standardized mental health assessment tool that will help officers better respond to people experiencing a mental health crisis and communicate more effectively with mental health professionals in hospitals.

### **Ensure availability of locally determined supports to respond to mental health calls for service**

The Ministry is considering:

- Supporting the spread of locally determined multidisciplinary mobile crisis response teams (e.g., pairing a police officer with a mental health worker).
- Requiring police services boards to include a strategy in their strategic business plans to address interactions with persons with mental health or addictions issues

# Discussion Questions



Who should be involved in responding to and serving vulnerable individuals in First Nations communities?



Are you aware of any examples of response team models for serving vulnerable individuals, including those with mental health concerns, that you think we should learn more about?



What additional supports might be needed to better support service providers in assisting vulnerable populations (e.g., training, response tools)?

# What Police Do

## Context

- The changing nature and complexity of crime coupled with increased demands for police to respond to calls for service related to social issues requires a rethinking of what services are delivered by police and how they are delivered.
- Stakeholders and partners have asked the ministry to:
  - Increase flexibility and enhance options for other service providers to deliver community safety services.
  - Modernize training and education requirements to ensure police services are able to address current and emerging community safety needs in an effective and culturally responsive manner.
  - Enhance the role and application of technology as a supplement to traditional law enforcement to increase the efficiency and effectiveness of community safety delivery.

## Key initiatives under Defining Core Police Services:

1. What police do
2. Alternative service delivery
3. Professionalism, education and training

# What Police Do (*cont'd*)

Under Ontario's *Police Services Act*, there are currently **five core** police services that are to be delivered by every police service in the province

Crime Prevention

Examples include public education programs and community engagement.

Law Enforcement

24/7 response to emergency calls for service, general patrol and directed patrol, communications and dispatch.

Victim Assistance

Information and services for victims and their families, with an emphasis on courtesy, compassion and respect.

Keeping the Peace

Public order maintenance

Emergency Response Services

Examples of services include tactical units or hostage rescue teams.

# What Police Do *(cont'd)*

## Initiatives #1 & 2: What Police Do and Alternative Service Delivery

### *Clarify Core and Alternative Service Delivery*

- MCSCS is considering clarifying the range of community safety services that must be provided, as well as by what organization and type of personnel.
- This involves clarifying the services that a police services board is accountable for ensuring are adequately and effectively delivered, regardless of whether the police service carries out the function on its own, or the board contracts it out.
- Within this, there would be clarity on services that must be performed by a police officer and services that may be performed by other community safety personnel (e.g., provincial offences officers, by-law enforcement officers, special constables, auxiliary members, private security, civilians and volunteers) and through community partnerships.

### Special Constables

- As part of this work, Ontario is exploring how clarifying and expanding the role of special constables could support the delivery of community safety services.
  - Special constables constitute a unique category of law enforcement in Ontario, acting as a supplement to police officers as part of the larger public safety continuum.
- The Ministry is looking at conferring powers across each type of Special Constable that are proportionate to their duties, clearly defining their roles and responsibilities and training requirements, and enabling a new oversight and accountability regime.

# Discussion Questions



What role do you expect your police service to fulfill in your community?



Are there any functions that you expect of your police service that you feel must be performed by a police officer?

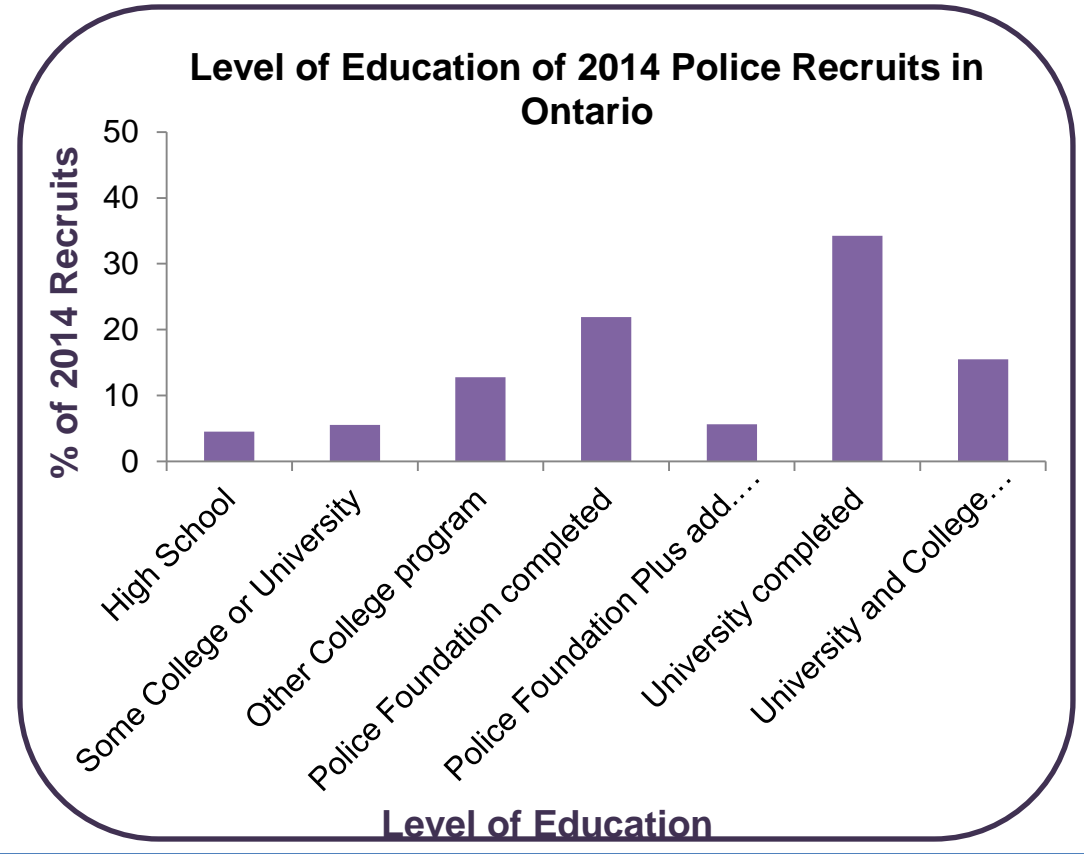


Are there any functions that you expect of your police service that you feel could be performed by other personnel?

# What Police Do *(cont'd)*

## Education Requirements for Recruits

- Currently, new police recruits are required to have an education level of grade twelve.
- However, based on responses received from the Basic Constable Intake survey, 96 per cent of the 2014 police recruits have at least some college or university education, with 91 per cent having completed college, university or both.



# What Police Do *(cont'd)*

## Recruit Training

- Police recruits in Ontario are required to complete a 12-week training program.
- Along with a number of courses on provincial and federal law, including training on human and civil rights, new recruits learn about the various principles of anti-racism and diversity through case studies, direct instruction of policing standards and principles, and interactive learning through practical scenarios. Basic constable training also includes courses on:

- Leadership skills
- Diversity in policing
- Evidence collection
- Defensive tactics
- Domestic violence
- Community policing
- Use of Force



# What Police Do *(cont'd)*

## Initiative #3: Professionalism, Education and Training *(cont'd)*

### *Enhanced Education for Police Recruits*

- Stakeholders and partners have indicated that they support increasing the education requirement for new recruits to some degree.
- MCSCS is considering two possible streams for entry into a police service:
  - Completion of a two-year community college diploma or a university degree; or
  - Completion of secondary school and additional requirements (i.e., requirements other than education, including work experience).
- The Ministry could also have the ability to prescribe additional training requirements, including appropriate consideration for relevant work experience, for particular members of a police service.

# What Police Do *(cont'd)*

## **Initiative #3: Professionalism, Education and Training (cont'd)**

### *Reform Basic Constable Training (BCT)*

- Ontario's Basic Constable Training (BCT) program has not had a complete review in nearly 25 years.
- A number of Coroners' inquests, reports and reviews have made recommendations about training (use of force, communication, de-escalation, etc.).
- Options for changes to the BCT are currently being developed (e.g., new or enhanced training in various areas, including domestic violence, cultural competence, etc.).
- The Ministry will incorporate recommendations made by the Ombudsman in his report on de-escalation of conflict situations including:
  - Improving de-escalation training for new recruits and existing officers across the province
  - Considering how use of force and de-escalation can be incorporated into legislation to ensure police can respond to individuals in crisis and also have the tools to deal with individuals that are violent or potentially violent

# Discussion Questions



Do you have thoughts on the Ministry's proposal to consider two possible streams for entry into a police service?



What skills and training do you feel are important for police services to help them provide effective policing to your community?



Do you have thoughts on what cultural competency training for police services should look like?

# Accountability to the Public

## Context

- Every municipality in Ontario that maintains its own police service, or is policed by the Ontario Provincial Police under contract, is required to have a police services board. Police services boards (PSBs) ensure that police services operate without inappropriate political interference, and prescribe a framework under which a police service would operate.
- First Nations partners have called for stronger oversight and accountability, for example linked to concerns regarding use of force and systemic racism.
- MAG launched an independent review of the three police oversight bodies in Ontario. The report “The Independent Police Oversight System Review Report” was released on April 6, 2017.
  - These oversight bodies are responsible for overseeing different areas relating to police services, such as public complaints for officers and services, investigations relating to incidents between officers and citizens, and disciplinary processes.
- Accessible, transparent and independent civilian oversight is essential to ensure accountability and public confidence in policing.

**Key initiatives** under accountability to the public include:

1. Civilian police governance
2. Outcomes-based performance measurement
3. Oversight

# Accountability to the Public (*cont'd*)

## **Initiative #1: Civilian Police Governance**

Civilian governance plays a vital role in supporting public trust in police services, their officers and the services they provide.

Every municipality in Ontario that maintains its own police service, or is policed by the Ontario Provincial Police (OPP) under contract, is required to have a police services board (PSB). Boards ensure that police services operate without inappropriate political interference, and prescribe a framework under which a police service will operate.

### **Some of the key responsibilities for police services boards currently include:**

- Providing effective police services in their community
- Determining objectives and priorities with respect to police services in the municipality
- Establishing policies with respect to police services
- Hiring of the Chief of Police or selection of the Detachment Commander (OPP)
- Monitoring the performance of the Chief of Police or the Detachment Commander
- Reviewing the Chief of Police's or Detachment Commander's administration of the complaints system

# Accountability to the Public (*cont'd*)

## Initiative #1: Civilian Police Governance (*cont'd*)

### Context (*cont'd*)

Some key issues currently impacting civilian police governance in Ontario are:

Lack of clarity on the roles and responsibilities of police services boards

Need for relevant, consistent and mandated board training

Ensuring board members have the skills and competencies to carry out their role

Ensuring that board size and composition address local needs, including reflecting the diversity of the communities that they represent

# Accountability to the Public *(cont'd)*

## Initiative #1: Civilian Police Governance

### *Consistent civilian governance in Ontario*

- There is little public transparency or accountability for how the Minister and the OPP make decisions and determine priorities for the province's policing needs. The Minister's role and responsibilities related to the OPP lack clarity, arising from an almost complete absence of express legislative provisions, enabling the OPP to largely develop policy for itself without civilian oversight.
- The current framework does not ensure meaningful participation in civilian police governance by all Ontario municipalities, which limits local input into policing priorities and service delivery at the local level.
- To address this, MCSCS is considering strengthening OPP civilian governance at the provincial and local levels. This work would be responsive to recommendations made by the Ipperwash Inquiry.

#### **Provincially**

- Clarifying the powers and duties of the minister to ensure they are clear and comparable to those exercised by municipal police services boards.
  - For example, the minister would have a duty to establish policies related to the delivery of policing by the OPP and monitor the Commissioner's administration of a complaints system.
- Whether a provincial civilian advisory committee could help support the Minister's decision-making and increase transparency and opportunities for community input.

#### **Locally**

- Establishing one police services board per OPP detachment, with flexibility to establish more than one board per detachment for unique geographic circumstances (e.g., larger detachments could have more than one board).
- Prescribing roles and responsibilities of each board, in line with the responsibilities of municipal police services boards where appropriate

# Accountability to the Public *(cont'd)*

## Initiative #1: Civilian Police Governance *(cont'd)*

### *Clarify roles and responsibilities*

- MCSCS is considering clarifying and strengthening roles and responsibilities of municipal and OPP boards as follows:
  - Section 31 boards (self-policed municipalities) are responsible for developing business plans (to be renamed Strategic Plans moving forward).
  - In developing the strategic plan, the board would need to:
    - Consider the needs of the diverse of populations/communities when setting objectives and priorities within their strategic plans
    - Consult with diverse populations/communities when developing their strategic plans, including in setting objectives/priorities
    - Report on consultations and how diverse community needs/perspectives have been reflected (or not) in board objectives, priorities and policies (as locally appropriate)
  - Distinguish the board's governance role from the Chief of Police's management role.
  - Roles and responsibilities of police services boards in OPP-policed municipalities should be as consistent as possible with municipal police services boards.
  - Increase public access to the board meetings, including clarifying under what circumstance a board meeting may be closed to the public.
    - Establishing parameters for committees of boards, including the option for non-board members to participate on such committees.
  - Clarify information-sharing between the board and council; and between the board and the Chief of Police.



# Accountability to the Public *(cont'd)*

## Initiative #1: Civilian Police Governance *(cont'd)*

### *Enhance capacity and address board composition*

- MCSCS is considering updating the current requirement for all board members to complete training, with the addition of a requirement to complete within a specific timeframe upon appointment to board.
  - Requirement for board members to complete mandatory training on diversity/equity, human rights, anti-racism and inclusion and cultural competency to support reducing risk of bias and board diversity/inclusion.
  - Require that a board member who does not complete training within the prescribed timeframe shall not exercise the power or perform the duties of a board member until the training is completed.
- To address current issues with board size, composition and misconduct, the ministry is exploring:
  - Removing the population thresholds to allow municipalities to determine board size based on local needs, could include increasing minimum board size from 3 to 5, maximum board size from 7 to 9.
    - For the local OPP boards, MCSCS is considering addressing board size through regulation to accommodate unique geographic circumstances.
  - Modernizing the Code of Conduct for board members and enhancing ability to address misconduct.
  - Enhancing board's effectiveness by assisting boards to address competencies/skills.
    - Providing policy guidance, tools and other mechanisms, such as determining a standard set of competencies/skills applicable to all boards

# Accountability to the Public *(cont'd)*

## **Initiative #1: Civilian Police Governance *(cont'd)***

### *Enhance capacity and address board composition, cont'd*

- Supporting greater professionalization of boards through a re-examination of board composition including potentially expanding the list of those who are prohibited from being on the board to include:
  - Any person who practices criminal law
  - A former member of a police service, unless:
    - The board is not responsible for a police service that the person was a member of; and
    - At least two years have passed since the person ceased to be member of a police service.
  - Current special constables
  - Disqualify candidates that have specific criminal convictions (e.g., those with corruption or fraud convictions would be prohibited) and who have not received a record suspension. This would be subject to consultation and set out in regulation.
- Helping to ensure boards appoint members who reflect the diversity of the communities they serve.

### **Provincial Appointments**

- For example, develop programs that promote provincial appointments to police services boards to diverse and under-represented populations, with specific strategies targeting First Nations, Métis, Inuit and youth.
- Report on measures to increase diversity in provincial appointments

### **Municipal Appointments**

- Municipalities could be required to develop, consult on and release a plan publicly on how they intend to achieve diversity on police services boards every four years.
- Board would report to the ministry on demographic data related to municipal appointments, and how they are reflecting and considering the diversity of their communities (e.g., training taken, engagement).

# Discussion Questions



Are you aware if your community has a police services board? If so, have you ever attended a board meeting?



Do you have thoughts on the Ministry's proposals related to governance of the OPP?



What competencies (e.g. skills, knowledge, expertise) do you think board members should be required to have?



Do you have any suggestions on how to promote/enhance the recruitment process for police services boards, including recruitment of First Nations members?



How can we best train board members on diversity/equity, human rights, anti-racism and inclusion and cultural competency?

# Accountability to the Public (*cont'd*)

## **Initiative #2: Outcomes-Based Performance Measurement**

*Develop outcomes-based performance measurement*

- MCSCS is exploring options for an outcomes-based performance measurement framework, that could be informed by re-defined standards for adequate and effective delivery of community safety services.
- MCSCS is considering mandating the provision of data by police services boards (e.g., training, use of force, call response and race-based data) from police services and any other community safety service providers engaged in the delivery of community safety services for the police service).
  - Relying on real-time data reporting, the Ministry could measure and report on performance and outcomes of community safety service delivery. This information could also be used for risk mitigation and to enhance policy development.

## **Initiative #3: Oversight**

- The Ministry of the Attorney General (MAG) appointed former Chief Justice Michael Tulloch to undertake an independent review of the three independent police civilian oversight bodies in Ontario: Ontario Civilian Police Commission, Office of the Independent Police Review Director and the Special Investigations Unit.
- Justice Tulloch's review is linked to all aspects of oversight under the Strategy (e.g., oversight for sworn officers, community safety personnel, board members, etc.). The Ministry will work closely with MAG and Justice Tulloch to ensure that changes to the oversight system align with the goals of the Strategy.
- The Ministry is also reviewing initiatives to enhance oversight, including body-worn cameras and identification tags for police officers.

# Discussion Questions



What would you look for to indicate that a police services board is operating effectively?



What outcomes should the Ministry be looking for when evaluating police performance? What type of information on these outcomes would you like to see police services boards provide to the public?

# Sustainability of First Nations Policing (*cont'd*)

- In Ontario, First Nations police services are not subject to a comprehensive legislative basis. Generally the shape of First Nations policing is governed by agreements between Canada, Ontario and the affected First Nations.
- There is currently one provision of the *Police Services Act* (PSA) that deals with the appointment of First Nations Constables.
  - However, the PSA is silent on its application to First Nations police services and officers beyond appointment of First Nations Constables.
- While not specific to First Nations communities, the PSA holds the Ontario Provincial Police (OPP) responsible for providing policing services in absence of a municipal police service.

## **The *Police Services Act* (PSA)**

- Section 54 - Appointment of First Nations Constables by the Commissioner of the Ontario Provincial Police (OPP).
  - The appointment confers powers of a police officer for the purpose of carrying out specified duties. However, First Nations Constables are not included in the definition of police officer under the PSA.
- Section 19(1) of the PSA states that the OPP has the responsibility to provide police services in respect of the parts of Ontario that do not have municipal police forces other than municipal law enforcement officers.

# Sustainability of First Nations Policing (*cont'd*)

- We recognize current challenges faced, for example:
  - Ongoing issues associated with the 'program' status of First Nations policing (i.e., the federal First Nations Policing Program – FNPP), including staffing models, labour relations issues, term and nature of agreements, and the need for sustainable funding to support service delivery
  - Access to services and standards for service delivery in First Nations communities
  - Absence of legislated governance and oversight mechanisms
- Discussions with First Nations partners have centred on the need for legislative options for First Nations policing that could:

Enable a First Nation community to choose the structure of police services that it feels is appropriate to meet its needs and interests

Provide a framework that includes clearly defined standards, governance and oversight

Provide for greater equity in service delivery

Help ensure culturally responsive policing for First Nations communities

# Sustainability of First Nations Policing (cont'd)

- The ministry is interested in discussing multiple options for First Nation communities to select a method for policing delivery under the PSA that meets locally-defined needs and interests.

## Existing options with minor amendments

1

Direct Policing by Police Force of Jurisdiction

Provision of policing to a First Nation community by the police service of jurisdiction: a municipal police force or the Ontario Provincial Police (OPP)

Proposed clarification that if First Nation falls within the territory of a municipality, the municipal police force would be the default police force

2

Appointment of First Nations Constables

First Nations Constables delivering policing pursuant to a contractual agreement (i.e., the current self-administered policing model)

Some oversight, e.g., SIU, might be extended to First Nations Constables

## New options for designation under the PSA

3

Designation of a Police Services Board for a First Nation

For the purposes of maintaining a First Nations police service

A board under the PSA that delivers policing through a First Nations police service

4

For the purposes of entering into agreement for provision of services by OPP (CTA)

A First Nations board would provide governance with respect to the services received under an agreement



# Sustainability of First Nations Policing (*cont'd*)



**Cultural Responsiveness**

**Substantive Equality**

**“Not a Program”**

- Governance by a police services board (whether maintaining a police service or in relation to OPP policing)
- Requirement that board consider cultural traditions of community when developing policies
- Alternative dispute resolution for complaints
- MAG commitment to “cultural competence” of oversight agencies
- New principle in s. 1 of PSA

- Adequacy standards would apply under models 1, 3 and 4
- Ability to have adequacy of funding reviewed
- New principles in s. 1 of PSA

- Adequacy standards would apply under models 1, 3 and 4
- Officers could not strike under models 1, 3 and 4
- Ability to have adequacy of funding reviewed
- Restrictions on minister’s ability to revoke the designation of a police services board for a First Nation

# Discussion Questions



What are your thoughts on the options presented for inclusion under the Police Services Act (PSA)?



Would this proposal assist in providing a stronger legislative basis for roles and responsibilities of First Nations police, accountabilities, standards, etc.?



In what ways do the delivery of services, civilian police governance and oversight need to be modified for First Nations policing to best include/reflect cultural needs? For example, do you think of:

- The requirement that the First Nations police services board consider the cultural traditions of community when developing policies
- Oversight of First Nations policing by independent police oversight agencies with cultural competence

THANK YOU