

GREATER VICTORIA POLICE INTEGRATED UNITS

ANNUAL REPORT
2018/19



A MESSAGE FROM THE GREATER VICTORIA POLICE CHIEFS AND DETACHMENT COMMANDERS

The Greater Victoria Police Chiefs and Detachment Commanders are pleased to present the second annual Greater Victoria Police Integrated Units Annual Report for 2018/2019.

This report highlights the work of the many integrated policing units working within Greater Victoria area communities. Common among all of the integrated policing units is a shared desire to work with communities to deliver high-quality, well-coordinated, and cost effective police services. The area Police Chiefs and Detachment Commanders, in consultation with community leaders, remain committed to the identification and implementation of further integration options in situations where improvements in service delivery and financial efficiencies are likely to be realized.

Please take a few moments to read the report which highlights the mandate and ongoing work of each integrated policing unit.

We wish to thank the dedicated officers working within the integrated policing units for their professionalism and continued commitment to our communities.

Proudly,

The Greater Victoria Police Chiefs and Detachment Commanders:

- » Chief Del Manak – Victoria Police
- » Chief Scott Green – Saanich Police
- » Chief Les Sylven – Central Saanich Police
- » Chief Andy Brinton – Oak Bay Police
- » Inspector Todd Preston – Westshore RCMP Detachment
- » S/Sgt Wayne Conley – Sidney/North Saanich RCMP Detachment
- » S/Sgt Brett Sinden – Sooke RCMP Detachment

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01.

Greater Victoria Emergency Response Team

The Greater Victoria Emergency Response Team (GVERT) has supported police operations in the region since 1976. GVERT is activated to resolve critical incidents when specialized skills and equipment are required.

GVERT Incident Commanders, Negotiators and Tactical Officers are on call 24 hours a day, 7 days per week. Incident Commanders are senior officers with extensive experience in critical incident management and major crime investigations. They coordinate every GVERT operation, connecting negotiators with tactical units to achieve a successful resolution. The Incident Commanders are supported by a group of liaison officers and scribes who are responsible for logistics and reporting. Negotiators are experts in crisis intervention and de-escalation, and are advised by a team of mental health professionals. The majority of critical incidents are resolved peacefully through containment and negotiations. The tactical unit is a group of highly trained police officers, equipped to safely resolve situations that exceed the capabilities of frontline police. Intervention by this team provides a greater margin of safety for the public, police members, and suspects alike. The tactical unit also provides explosives detection and disposal services for regional operations and major public events.

The Greater Victoria Emergency Response Team works under the direction of an Officer-In-Charge, who is responsible for the administration of training and operations. GVERT is overseen by a Joint Management Team comprised of representatives from each agency. All 56 members of GVERT perform these roles as a collateral duty to their primary assignment.



EFFICIENCIES

- Overtime costs for Tactical Officer training were eliminated
- Access to a temporary training site was developed with the support of the Legislative Assembly Protective Services
- Training costs were reduced through partnerships with the RCMP and Canadian Forces

HIGHLIGHTS

- Containment and critical incident response training was delivered to frontline officers across the region (This training will improve outcomes in high-risk events and reduce injury to subjects and officers)
- With the assistance of Civil Forfeiture Office grants, safety and communications equipment was replaced resulting in an expansion of the team's capabilities
- Tactical Officer maintenance training was increased to meet industry standards
- Two psychologists are now available to GVERT, expanding the mental health support team

PRIORITIES FOR 2018/19

- Continue to find efficiencies and create opportunities to deliver skills training to local police services
- Engage regional fire and ambulance agencies to create a "Rescue Task Force" to improve the response to active threat incidents
- Explore options for a regional training facility
- Develop regional response plans for terrorist and kidnap/extortion incidents
- Host an advanced anti-terrorism negotiation course with assistance from Police Scotland Crisis Negotiators



02.

Greater Victoria Crowd Management Unit

The Greater Victoria Crowd Management Unit (GVCMU) consists of police officers from every municipal police agency in the Capital Regional District. The unit is cross-trained in a variety of crowd management, search and obstruction removal techniques.

The GVCMU was deployed for several events this past year including protests, bank occupations, occupations of MLA offices, serious criminal investigations and large public events. The GVCMU ensures that events involving large public gatherings are managed to ensure public safety and to safeguard the right to peaceful demonstration.



This past year the GVCMU focused on firearms training and deployment as well as leadership development. Current trends in public order policing across Canada require officers to be armed with firearms while in regular duty uniform and/or full riot gear. This bolsters officer presence, improves officer safety, and allows officers to make use of force decisions that are consistent with day-to-day operations. Leaders within GVCMU were provided tactical decision making training.

The GVCMU reports to a Joint Management Team comprised of senior police officers from each of the participating police agencies (Victoria Police, Saanich Police, Oak Bay Police and Central Saanich Police). The team is operated on a daily basis by an Executive and Leadership Team comprised of senior police officers.



EFFICIENCIES

- Increased number of qualified Public Order Commanders in the region
- Established leadership training protocols based on UK Public Order College of Policing standards
- Improved utilization of Division Liaison Team (DLT) to negotiate with protest groups prior, during, and following events
- Continued use of lesson plans and training rehearsals for instructors to maximize effective training
- Obtained additional funding from Civil Forfeiture for advanced search training and canvassing supervisors for larger scenes



HIGHLIGHTS

- Expanded training opportunities to enhance skill set for use of force decision making at a supervisor level
- Increased presence in Saanich and Central Saanich jurisdictions during the roaming tent-city protest encampments
- Completed the first year of implementation of the FireMedic Pilot program with goal of expanding the successful venture
- Improved partnership and information sharing with Vancouver's Public Safety Unit (VPD & VFD)
- Enhanced use of force options to include firearms in all levels of GVCMU deployment
- Expanded the training cadre to improve training quality, personal growth among membership, and increased teamwork

PRIORITIES FOR 2018/19

- Increase staffing within the team to meet authorized strength
- Increase GVCMU FireMedic program to include participants from the Greater Victoria fire departments
- Enhance training in Search and Canvassing
- Continue with leadership training in law and dynamic tactical decision making
- Review the tactical armament of less lethal weapons to find efficiency opportunities
- Increase development opportunities for training cadre within GVCMU and with community partners where opportunities present
- Update GVCMU Manual on tactics and deployment consistent with national standards
- Acquire a new vehicle to replace the aging tactical truck



03. Integrated Mobile Crisis Response Team

The Integrated Mobile Crisis Response Team (IMCRT) is an agile, quick response team comprised of Island Health nurses, counselors, child & youth mental health clinicians, and police officers from Saanich and Victoria. IMCRT provides service to people in psychiatric or situational crisis throughout the CRD and Salt Spring Island. The team offers consultation, mobile crisis response & assessment, and short-term follow-up and referral services as required. IMCRT has been developed as a multi-disciplinary crisis response team that can assist police agencies through critical mental health support, thereby better facilitating rapid consultation, assessment, and linkage to community programs.



IMCRT assists frontline police officers in directing individuals who require psychological assessment and treatment, when necessary, to Hospital Emergency Room / Psychiatric Services. In most cases, IMCRT is able to explore alternatives for less intrusive treatment options and community-based care. The sharing of information between Island Health professionals and police about individuals who are potentially at risk of harming themselves (or others) allows for improved risk assessments, decision-making, and mitigation-of-risk strategies.

Police officers assigned to IMCRT have a tenure of three years on the team. Upon returning to their respective police agencies, they bring back advanced skills and education related to mental health and substance use issues, along with comprehensive knowledge of the breadth of services available to those in need.

Since its inception in 2008, IMCRT calls for service have more than doubled.

EFFICIENCIES

- Enhanced information sharing between Island Health and local police
- Creation of collaborative safety plans to reduce the impact on Island Health and police resources
- Increased collaboration with local ACT teams to better serve high-risk clients
- Improved data collection through the addition of new categories, particularly in the area of referral sources

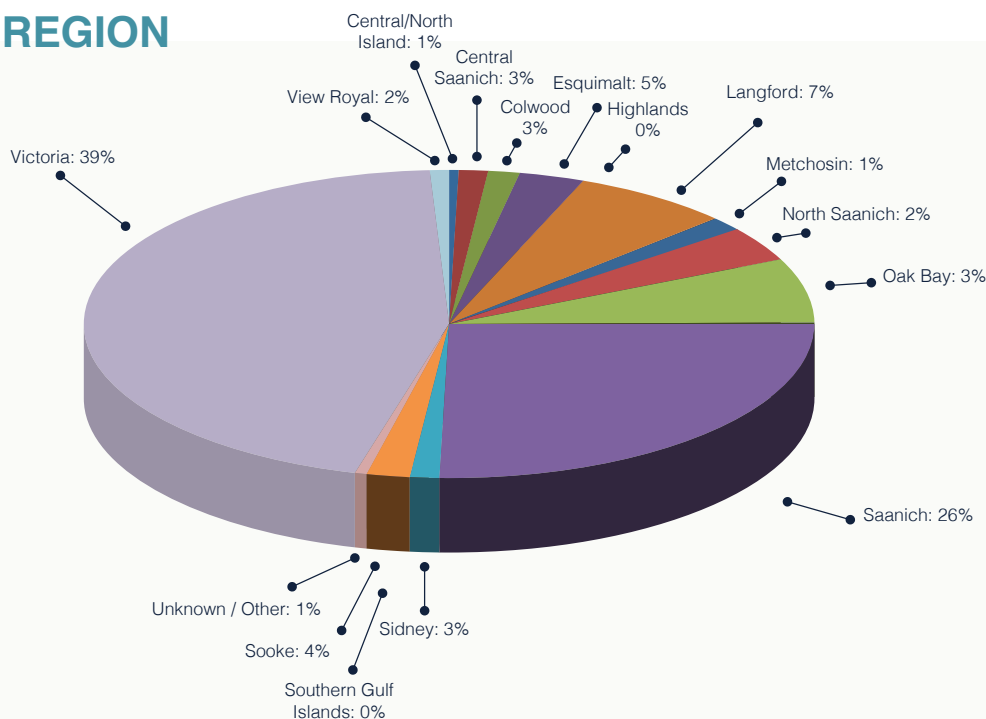
HIGHLIGHTS

- Participation in the weekly 'Early Warning System' meeting to collaborate on strategies for individuals who are decompensating in the community
- Increased support role during critical incidents where mental health is a significant factor

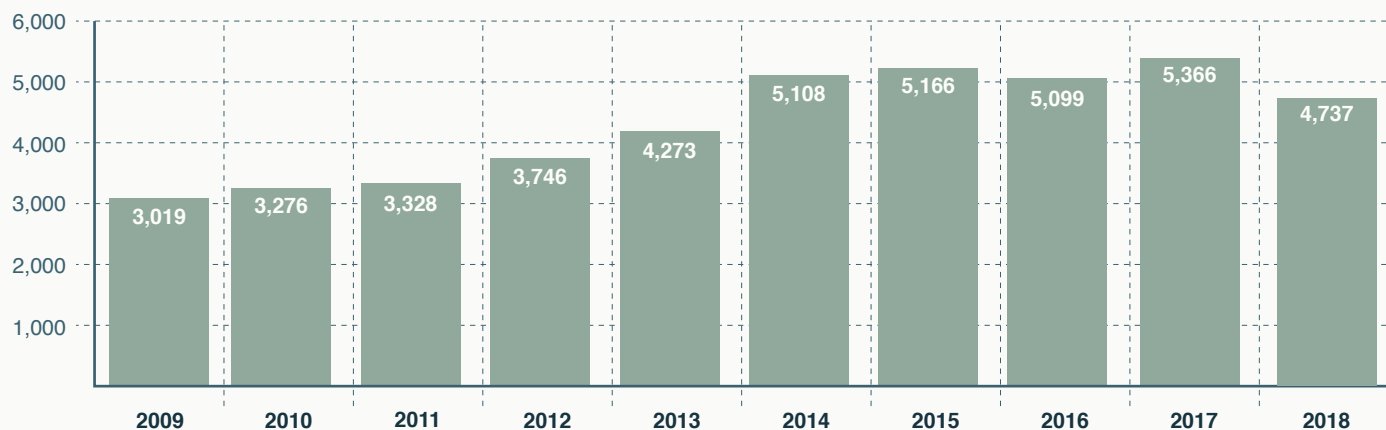
PRIORITIES FOR 2018/19

- Securing enhanced training opportunities for police officers assigned to IMCRT to increase their subject-matter knowledge
- Identifying the next police officer to move into the unit upon Cst. Gee's anticipated departure in early 2021
- Continuing to collaborate with other teams who provide services for those suffering from mental health and substance issues

CALLS BY REGION



TOTAL CALLS FOR SERVICE TO IMCRT



04. Mobile Youth Services Team

The Mobile Youth Services Team (MYST) is comprised of one Police Officer and Family/Youth Counselor. The primary mandate of MYST includes, but not limited to, address the growing concerns of at-risk and sexually exploited youth between the ages of 12-18 years throughout Capital Regional District.

EFFICIENCIES

- Establishing and building relationships with youth at-risk
- Provide on going support and services to exploited and at-risk youth
- Criminal enforcement
- Criminal intelligence gathering on activities involving human trafficking and the supply illegal drugs to youth
- Educating the community to understand the severity that exists regarding youth at-risk and sexual exploitation in the entire region

HIGHLIGHTS

- Arrest of a forty-two-year-old male who sexually exploited several female at risk youth
- Assist a local Police Agency with a Human Trafficking investigation
- Presentations made to schools and community groups across the CRD on the topic of Sexual Exploitation and Youth
- Collaboration with the University of Victoria, Human and Social Development Faculty on the research topic of Youth At Risk

PRIORITIES FOR 2018/19

- Ensuring youth at risk are provided wrap around services to protect their safety from exploiters in the CRD
- Strong collaboration and open lines of communication with resources and stake holders
- Continued research work with UVIC in building cross agency capacity to prevent sexual exploitation of youth
- Providing ongoing criminal intelligence to assist police agencies in the CRD with their investigations
- Building strong relationships with youth at risk to remove stigma around negative perceptions of police
- Educating Community with the focus on the perils of sexual exploitation and substance abuse through open lectures

05.

Regional Domestic Violence Unit

The mandate for the Regional Domestic Violence Unit (RDVU) is to increase victim safety and offender responsibility by providing a cross jurisdictional response that is uniform in approach to high risk domestic violence cases across the CRD.

The RDVU uses an integrated, co-located team model that includes police investigators and a supervisor (RCMP, Saanich and Victoria), community based victim services workers (Victoria Women's Transition House), and social workers (Ministry of Children and Family Development) to provide timely follow up services in select domestic violence cases where high risk factors are present.

The RDVU may accept referrals from any agency involved with intimate partner violence that presents a high risk, or it may initiate a request that a file be referred where the RDVU has determined that high risk factors are present.

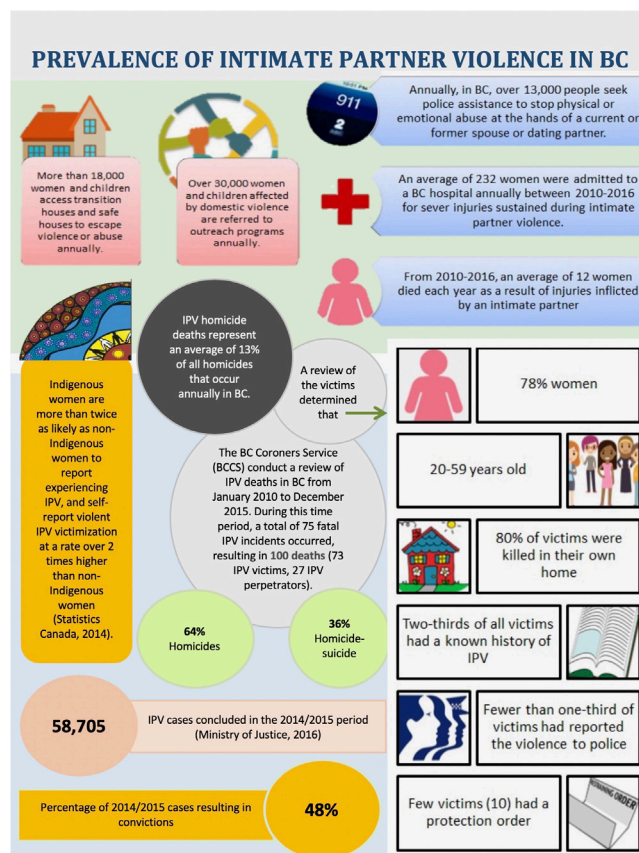
The RDVU is a multi-disciplinary unit with subject matter experts to address all components of domestic violence. This approach provides a unified response with continuous collaboration and information sharing to eliminate silos and mitigate risk.

In 2016, James Pratt Consulting evaluated the RDVU and identified four strengths and three challenges. The evaluation was adopted by the Joint Management Team and the RDVU has addressed and implemented the recommendations to enhance its ability to deliver on its mandate.

In 2018, the RDVU received 76 referrals and triaged all of the files except one which did not have high-risk factors present. The RDVU accepted or assisted on 48 files, consulted on 23 files, and held 2 files for information only. The RDVU is providing varying degrees of ongoing victim support and offender management in 28 of these files.

The RDVU continues to expand and share its expertise with community partners addressing domestic violence. The RDVU is a leader in delivering Strangulation Prevention training which has already shown increases in awareness and reporting and resulted in positive outcomes for victims.

The RDVU is widely recognized as an important and valuable resource which improves victim safety in the CRD. In 2019, the RDVU will continue to work towards enhancing its ability to deliver on its mandate.





EFFICIENCIES

- Implemented a flow chart to establish an efficient and accountable process including electronic storage for triaging new files
- Implemented risk management strategies to return files to the home agency once risk has been lowered and safety established
- Collaborated with partner agencies in order to increase knowledge and expertise in threat assessment and risk management
- Implemented Major Case Management principles of file coordination to increase accountability and improve disclosure processes
- Began restructuring current offender management processes to improve information sharing and reduce duplication of effort



HIGHLIGHTS

- Intensive victim support resulted in additional evidence and charges being raised from assault causing bodily harm to attempted murder
- Coordinated long-term offender management and support resulted in the offender's two children ultimately being returned to his care
- A victim and her three children were relocated to the Lower Mainland where they are being safely supported away from the offender
- Strangulation Prevention training is being delivered to frontline police officers, victim service workers and social workers
- RDVU members are regularly consulted as subject matter experts by other agencies conducting challenging investigations
- RDVU files continue to see a high rate of guilty pleas which reduces court resources and does not require the victim to testify



PRIORITIES FOR 2018/19

- Continue to provide services to diverse populations in our community while adapting to changing trends
- Strengthen existing community partnerships to improve collaboration and information sharing
- Continue to deliver frontline Strangulation Prevention training in order to increase awareness and reporting
- Develop new community partnerships in mental health and addictions in order to better support victims and offenders
- Apply specialized threat assessment training and tools (SARA, SAM and B-SAFER) in high risk domestic violence investigations
- Develop business rules that are applicable to a multi-jurisdictional unit serving seven police agencies
- Establish sustainable funding for future training initiatives
- Explore new offender management strategies to increase victim safety and offender accountability

06.

Greater Victoria Crime Stoppers

Greater Victoria Crime Stoppers (GVCS) encourages members of the community to assist local law enforcement agencies in the fight against crime. We strive to overcome issues that inhibit people from sharing information with the police such as: fear of reprisal, apathy, and a reluctance to get involved.

The past year saw continued advancement for the Greater Victoria Crime Stoppers Program. Program coordinators, Phil Downie and Gill Millam, continue to oversee the day-to-day GVCS operations. GVCS has enjoyed unprecedented growth in this previous year, and the profile of the program is ever increasing through our social media presence and our strategic community partnerships.

EFFICIENCIES

- Continued use of P3 (tip management software) makes tip collecting, documentation & dissemination more efficient
- Increased social media presence has solved cases more quickly. Suspects are often being identified in 5-15 minutes
- Continued flexibility in scheduling to allow coordinators to attend community events & meetings without incurring overtime costs
- Continued community relationships to increase the Crime Stoppers profile through local advertising at no cost to the program
- Positive relationships with all area police agencies to increase awareness of our services and ability to assist in investigations

HIGHLIGHTS

- Received recognition and an award from Crime Stoppers International for our partnership with CHEK News (Best Public Service Announcement)
- Increased Social Media & online growth. Increased Facebook followers by 2650 from year before. Nine specific posts reached 386,831 people
- Increased growth of tips from 2014. This year tips increased 13.7%, our best measure of success and community impact. (2014: 818 - 2018: 930)
- Continued involvement in schools to connect with youth(400+ students)about how they can anonymously report crime using Crime Stoppers
- Continued partnership with Camosun College to create new material to highlight the overdose crisis and other issues in our communities
- Attending community events and parades. The Santa and Pride parades allow us to directly promote the program along with successful mall days displays



PRIORITIES 2018/19

- Social Media: increase social media presence and increase followers (= higher tips submission & crimes being solved quicker)
- Youth: continue to proactively engage and interact with youth to raise awareness of Crime Stoppers
- Community Relations: build on existing and new relationships to help trust, which will increase crime reporting
- Partner Relationships: work with police partners and regulatory agencies to identify areas of concern and help address them
- Community Awareness: educate the public regarding to shifting community concerns, such as the vulnerable persons sector and the opioid crisis
- Proactive Response: seeking long-term/reoccurring issues that we can highlight and help prevent/encourage reporting (graffiti)






ELDER ABUSE - IT'S MORE COMMON THAN YOU THINK.

We want your information - not your name!

 **I-800-222-TIPS (8477)**

 facebook.com/GreaterVictoriaCrimeStoppers

 twitter.com/VicCrimeStop

or online at victoriacrimestoppers.ca

07.

Greater Victoria Police Diversity Advisory Committee

The mandate of the Greater Victoria Police Diversity Advisory Committee (GVPDAC) is to build community relationships and help police officers better understand the diverse cultures, value systems, unique perspectives, conditions and religious beliefs of our diverse communities, and to act as a consultative and advisory body to the Chiefs of Greater Victoria's police agencies.

The current structure of the GVPDAC includes community representatives from ten separate community groups or agencies along with police representatives from the individual police departments and RCMP detachments. The GVPDAC is co-chaired by a police officer and a community member.



Participating community groups:

- » Victoria Native Friendship Centre
- » Inter-Cultural Association of Greater Victoria (ICA)
- » Victoria Pride Society
- » African Heritage Association of Vancouver Island (AHAVI)
- » Victoria Immigrant and Refugee Centre Society (VIRCS)
- » India Canada Cultural Association (ICCA)
- » Ismaili Faith Community
- » Francophone Society of Victoria
- » Rainbow Health Cooperative
- » Jewish Federation of Victoria and Vancouver Island

Participating police agencies:

- » Victoria Police Department
- » West Shore RCMP Detachment
- » Saanich Police Department
- » Sidney/North Saanich RCMP Detachment
- » Oak Bay Police Department
- » Central Saanich Police Service
- » Military Police Unit Esquimalt

EFFICIENCIES

- Replacement of several valuable, long-contributing committee members transitioned as per new terms of membership and succession
- Responsibility for specific community engagement initiatives like Open Houses, station tours assumed by individual police agencies
- Budget efficiencies resulted in a proposed 7% decrease for 2020 budget
- Area Chiefs of Police decided a local department or detachment other than Saanich PD or Vic PD would provide next co-chair officer
- Constable Michelle Joyce, Central Saanich Police Service appointed as police co-chair, replacing Staff Sgt. Scott Treble of Saanich PD

HIGHLIGHTS

- Key roles in The Inclusion Project dialogue at Royal Roads University, with focus on gender equity, racial inclusion and youth engagement
- William Head Institution staff and inmates welcomed police and community representatives to penitentiary for their first Ethno-cultural Fair
- The Pathways to Professions & Trades (P2PT) Program at VIRCS recognized the committee's welcoming of young newcomers to our communities
- Vic PD representatives led an outpouring of community reassurance & support to the Masjid Al-Iman community after the New Zealand tragedy
- Participation in the Racism, Hate Crimes & Islamophobia forum delivered by ICA, with support from Organizing Against Racism & Hate (OARH)
- Pilot project held with a representative from Sikh Youth of Victoria joining the Committee for a ninety day orientation period

PRIORITIES 2018/19

- Continue to seek innovative opportunities for trust and relationship building through dialogue with LGBTQ2 community members
- Expand membership to include a representative from the Muslim communities and from other under-represented diverse groups
- Reconciliation partnership efforts with Indigenous community members, arising from MMIWG Final Report's Calls for Justice
- Ensure transition of knowledge and seek opportunities for growth with the addition of several new committee representatives
- Renewed focus on shared sports activities as a bridge to bring diverse community members together with police officers
- Increased utilization of social media platforms as a means of increasing public awareness and community engagement
- Continue using police Open House events and police station tour opportunities as opportunities for community engagement
- Transition administrative support, finance & budget services from Saanich Police Department to Central Saanich Police Service



08.

Vancouver Island Integrated Major Crime Unit (VIIMCU)

The Vancouver Island Integrated Major Crime Unit was created in 2007 as a partnership between the RCMP and the Victoria Police Department. Today, VIIMCU is comprised of police officers from the RCMP, Victoria Police and the Saanich Police and, in lieu of police officer positions, receives funding from the Oak Bay Police Department and Central Saanich Police Service. VIIMCU's mandate is to investigate serious crime specific to homicides, missing persons where foul play is suspected, and select unsolved homicides. VIIMCU provides these investigative services to the entire Greater Victoria area in addition to the provincial areas on Vancouver Island policed by the RCMP.



Serious crimes such as homicides are complex and time consuming to investigate. VIIMCU enhances the ability of partner agencies to effectively respond to these serious crimes by leveraging the benefits of integration, cooperation, communication and sharing of information and expertise.

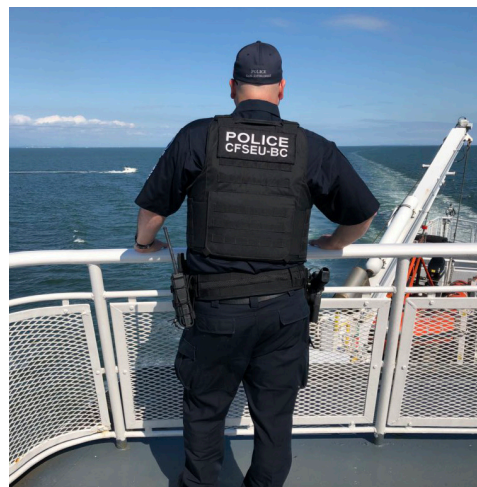
VIIMCU remained busy through 2018. VIIMCU opened 19 investigative files, which is fewer than 2017, but several were quite complex and continue to be a heavy draw on resources. These files were added to open files from previous years that also remain under investigation. Also in 2018, two convictions were registered on investigations in Victoria and Ladysmith and charges were approved in two others. Disclosure demands and ongoing trials continue to add to the draw on civilian and sworn resources.

09.

Combined Forces Special Enforcement Unit (CFSEU)

The Combined Forces Special Enforcement Unit is an independent law enforcement agency in British Columbia staffed primarily by seconded police officers from municipal police agencies and the RCMP from throughout the province. CFSEU has a broad mandate that includes contributing to and sharing crime research and intelligence, coordinating long term crime reduction strategies at the provincial, national and international levels reducing gang and organized crime violence, and deterring organized crime and related violence. CFSEU uses both uniform and covert investigative techniques and policing units during the pursuit of their mandate

Currently, the Victoria, Saanich, Central Saanich and Oak Bay police departments, as well as the RCMP, have officers seconded to the local CFSEU team.



CFSEU supports local agencies related to Outlaw Motorcycle Gang monitoring and enforcement, and conducts investigations related to CFSEU's mandate. More information can be found at www.cfseu.bc.ca

10.

Capital Regional District Integrated Road Safety Unit (CRD-IRSU)

The Integrated Road Safety Unit is comprised of seconded police officers from each of the local municipal police agencies and the RCMP. CRD-IRSU's mandate includes harm reduction on BC roadways, strategic traffic enforcement related to high-risk locations and activities, commercial vehicle enforcement, criminal interdictions, and assisting and enhancing local traffic enforcement units with strategic enforcement projects and operations.

CRD-IRSU is operated by the RCMP through funding provided by the Insurance Corporation of British Columbia to the BC Provincial Government's Ministry of Public Safety and Solicitor General. CRD-IRSU receives local input from a Joint Management Team comprised of representatives from the local police agencies and the RCMP.



11.

Integrated National Security Enforcement Team (E-INSET)

Integrated National Security Enforcement Teams exist throughout Canada under the management of the RCMP. INSET's are intended to increase the capacity for the collection, sharing and analysis of intelligence among partners with respect to individuals or groups that pose a threat to national security in addition to conducting investigations related to these individuals and groups. INSET's include representatives from the RCMP, federal partners such as the Canadian Border Services Agency, and local police agencies.

Locally, representatives from each of the municipal police agencies as well as the RCMP are assigned to the local INSET unit on secondment.

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