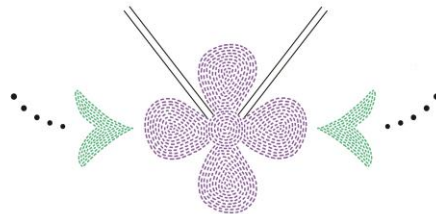


National Inquiry into  
Missing and Murdered  
Indigenous Women and Girls



Enquête nationale  
sur les femmes et les filles  
autochtones disparues et assassinées

**National Inquiry into Missing & Murdered Indigenous Women & Girls  
Truth-Gathering Process - Parts II & III  
Institutional & Expert/Knowledge-Keeper Hearings  
“Sexual Exploitation, Human Trafficking & Sexual Assault”  
Sheraton Hotel, Salon B  
St. John’s, Newfoundland-and-Labrador**



***PUBLIC***

**Mixed Part II & III Volume XV  
Monday October 15, 2018**

**Panel I:**

**Assistant Commissioner Joanne Crampton (RCMP)**

**Inspector Tina Chalk (Ontario Provincial Police)**

**Assistant Deputy Attorney General Juanita Dobson  
(Government of Ontario)**

**Chief Joe Boland (Royal Newfoundland Constabulary)**

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## II

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Assembly of First Nations	Stuart Wuttke (Legal Counsel)
Assembly of Manitoba Chiefs	Allison Fenske (Legal Counsel)
Association of Native Child & Family Service Agencies Ontario (ANCFSAO)	Katherine Hensel (Legal Counsel)
Awo Taan Healing Lodge Society	Darrin Blain (Legal Counsel)
Canadian Association of Chiefs of Police (CACP)	Ashley Smith (Legal Counsel)
Congress of Aboriginal Peoples	Alisa Lombard (Legal Counsel)
Concertation des luttes contre l'exploitation sexuelle	Diane Matte (Legal Counsel)
Directeur des poursuites criminelles et pénales (Québec)	Anny Bernier (Legal Counsel)

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APPEARANCES**

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Government of Saskatchewan	Colleen Matthews (Legal Counsel)
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Inuit Tapiriit Kanatami (ITK)	Elizabeth Zarpa (Legal Counsel)
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**IV  
APPEARANCES**

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Mishkeegogamang First Nation	Paloma Corrin (Legal Counsel) Whitney Van Belleghem (Legal Counsel)
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Native Women's Association of Northwest Territories	Amanda Thibodeau (Legal Counsel)
New Brunswick Aboriginal Peoples Council	Amanda LeBlanc (Representative)
NunatuKavut Community Council	Roy Stewart (Legal Counsel)
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Saskatchewan Association of Chiefs of Police	Katrina Swan (Legal Counsel)
Saskatchewan Aboriginal Women's Circle	Kellie R. Wuttunee (Legal Counsel)



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**Chair: Meredith Porter, Commission Counsel**

**First Witness: Assistant Commissioner Joanne Crampton (RCMP)**

Counsel: Anne Turley, Government of Canada

**Second Witness: Inspector Tina Chalk (Ontario Provincial Police)**

Counsel: Julian Roy, Government of Ontario

**Third Witness: Assistant Deputy Attorney General Juanita Dobson (Government of Ontario)**

Counsel: Julian Roy, Government of Ontario

**Fourth Witness: Chief Joe Boland (Royal Newfoundland Constabulary)**

Counsel: Philip Osborne, Government of Newfoundland and Labrador

Heard by Chief Commissioner Marion Buller & Commissioners Michèle Audette, Brian Eyolfson & Qajaq Robinson

Grandmothers, Elders & Knowledge-keepers: Pénélope Guay, Louise Haulli, Norma Jacobs (National Family Advisory Circle - NFAC), Kathy Louis, Barbara Manitowabie (NFAC), Pauline Muskego (NFAC), Odelle Pike, Sarah Ponniuk, Gladys Radek (NFAC), Leslie Spillet, Laureen "Blu" Waters & Bernie Williams

Clerks: Bryana Bouchir & Gladys Wraight

Registrar: Bryan Zandberg

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1 St. John's, Newfoundland and Labrador  
2 --- The hearing starts on Monday, October 15, 2018  
3 at 8:21

4 **MS. TERRELYNN FEARN:** Bon matin. Good  
5 morning, everyone. Bon matin. My name is Terrelyn Fearn,  
6 and I am the Director of Community Outreach and Support  
7 Services for the National Inquiry into Missing and  
8 Murdered Indigenous Women and Girls, and it's really great  
9 to see all your friendly faces today.

10 A special good morning to those from the  
11 West Coast where I think your bodies are wondering why you  
12 woke them up at 3:30. So, welcome. We will be very  
13 gentle with you today.

14 I would like to welcome you to the final  
15 hearing of the truth gathering process. This knowledge  
16 keeper, expert and institutional hearing on sexual  
17 exploitation will focus on human trafficking and sexual  
18 violence. We are very grateful to be able to host this  
19 hearing on the land in a setting of beauty, strength and  
20 resilience, and we respectfully acknowledge the territory  
21 in which we gather as the ancestral homelands of the  
22 Beothuk, and the island of Newfoundland as the ancestral  
23 homelands of the Mi'kmaq and the Beothuk.

24 We would also like to recognize the Inuit  
25 of Nunatsiavut and NunatuKavut, and the Innu of Nitassinan

1 and their ancestors as the original people of Labrador.

2 I want to acknowledge all the sacred items  
3 in the room, the medicines, and the tools that assist us  
4 in doing this work in a good way; our elders, our  
5 grandmothers and, of course, our ancestors that will stand  
6 around us and guide us through this ceremony over the next  
7 four days.

8 I want to draw your attention to the spirit  
9 chair in the centre, which holds a space for those women  
10 and girls who have gone on. We honour them. We are  
11 grateful to have them with us in this ceremony over the  
12 next four days.

13 To the family members, the survivors of  
14 violence and two-spirited individuals, we acknowledge you.  
15 You are at the heart of this process, and your mighty  
16 courage and unwavering strength has enabled this process  
17 to continue for the past two years. We are grateful, and  
18 we thank you.

19 At this time, I would like to ask Michael  
20 R. Denny to come forward to sing a Mi'kmaw song for us to  
21 welcome you. Michael R. Denny is from Eskasoni, a Mi'kmaq  
22 community, and he's also one of our resolution health  
23 support workers who has travelled with us for some of our  
24 hearings in the East Coast and provided that nurturing  
25 support, and we're very honoured to have him with us

1 today. So, Michael.

2 **MR. MICHAEL R. DENNY:** (Speaks in  
3 Indigenous Language).

4 I just asked -- I asked Creator to be with  
5 us today. I thanked Creator for all the things that we  
6 have, the clean water, the things that grow that we use,  
7 the animals that we use for meat. And so, I thanked  
8 Creator for everybody here as well, but also for strength  
9 and protection for us workers, but also the people,  
10 everybody here in the audience.

11 So, with that (speaks in Indigenous  
12 language), I'm going to sing this Mi'kmaw Honour Song.

13 **(MUSICAL PRESENTATION)**

14 **MS. TERRALYN FEARN:** Wela'lin, Michael.  
15 That's better than my two shots of espresso I had this  
16 morning.

17 Okay. Next, I would like to introduce you  
18 to Sarah Ponniuk. Sarah is from the Nutaq area (ph), a  
19 place called Salutalik. She currently lives in Happy  
20 Valley-Goose Bay. And, actually, Sarah has participated  
21 and supported the hearings previous in Happy Valley-Goose  
22 Bay. She is retired, but before she retired, she worked  
23 for the Nunatsiavut for 27 years in the field of mental  
24 health and addictions. She also worked extensively for  
25 the Labrador Correctional Centre as an Inuit liaison

1 officer.

2 Her main focus was and currently is in the  
3 area of intergenerational trauma, addictions, social  
4 challenges and sexual abuse. She is known to incorporate  
5 an Inuit holistic approach by using the Inuit Metanukinit,  
6 meaning the foundation tool looking at the individual as a  
7 whole person. She has lengthy experience with one-on-one  
8 settings or facilitating group therapy and healing  
9 circles, and her past work also involves dealing with  
10 grief, abandonment issues, suicide intervention/  
11 prevention, traditional cultural teachings. We are very  
12 honoured to have Sarah participate in the circle today and  
13 to light the qulliq for us. So, Sarah.

14 **(LIGHTING OF QULLIQ)**

15 **ELDER SARAH PONNIUK:** The light will go  
16 across itself. So, what I'll do is I'll say a prayer in  
17 Inuktitut.

18 **(PRAYER IN INUKTITUT)**

19 **MS. TERRELYN FEARN:** Nakurmiik, Sarah.  
20 Before we move on to the next speakers, I just want to  
21 note that a couple of our -- one of our elders, Odelle  
22 Pike, and her cultural support, Paul Pike, will not be  
23 joining us until later on this morning, but they'll start  
24 with some opening words tomorrow as well, and we wish them  
25 safe travels on their journey here.



1 I'd like to call up a group of very special  
2 individuals. We've had the great honour to work very  
3 closely with our National Family Advisory Circle over the  
4 past several months, many, many moons, and they've really  
5 been instrumental in providing their wisdom, their  
6 experience, their love and their guidance throughout this  
7 process, and we're very grateful.

8 So, I'd like to call on Gladys Radek,  
9 Barbara Manitowabi, Norma Jacobs and Pauline Muskego to  
10 come up and say a few words.

11 **MS. BARBARA MANITOWABI:** Anibozo. We are  
12 National Family Advisory Circle, and we've been here since  
13 the beginning, silently in the back, helping, praying,  
14 loving. This week is going to be hard for all of us. The  
15 subject matter is sensitive; it's disturbing. It affects  
16 most of the family members personally; myself, our own  
17 family, my own daughter was trafficked. The work we're  
18 doing is going to change lives. It already has.

19 We're going to hear a lot of conflicting  
20 stories, views, opinions. And, the government has done a  
21 pretty good job on separating us on every issue, but we're  
22 still united in helping our daughters and helping our  
23 women, and we're not going to quit. Norma, did you want  
24 to say something?

25 **MS. NORMA JACOBS:** Good morning, (speaks in

1 Indigenous language). I just would like to say good  
2 morning to you all, and that I'm so happy to be in this  
3 place today, and that I have life and that, you know, it's  
4 good to see all of you who are here as well, and that you,  
5 too, have health and wellness in all aspects of yourself,  
6 and that, you know, I want to tell you that, you know,  
7 where I come from that a value-based and very historic  
8 place of teaching and wonderment about the great gifts of  
9 life that is presented to us, you know, on this day as in  
10 every day, and that, you know, in regards to the hearing  
11 today and having, you know, that understanding of where we  
12 stand, you know, in the circumstances of our life, that it  
13 is not a first time for our people to come together and to  
14 share, but to really listen with your heart and with your  
15 mind, and to experience, you know, with the whole of  
16 yourself to understand what has happened, transpired over  
17 time, you know, to the degradation of our people.

18 And, I want you to know, too, that, you  
19 know, this is not a new experience for us to come and to  
20 share our story, because it has been a life-long journey  
21 for ourselves as well as for our ancestors, that we stand  
22 before you as the survivors of the impacts of colonialism,  
23 and that the impacts that it's had on our life, and that  
24 it's been a practise for us for many years as  
25 Haudenosaunee people to come together and to have

1 conversation, and to discuss issues, and to come and have  
2 that energy be passed back and forth until it's fully  
3 understood from my perspective, from your perspective,  
4 because that's what gives us that strength to move  
5 forward, because we understand each other and our  
6 perspectives.

7                   And so, you know, with that, that's, you  
8 know, a good way for us to walk together forward, you  
9 know. But, we need to be supportive in it. We need to be  
10 acknowledging and validating our experiences over time,  
11 and the impacts of colonialism on all of our lives. Nowa.

12                   **MS. PAULINE MUSKEGO:** Good morning. I just  
13 wanted to say thank you to all of you for being here  
14 today, and for representing the families that are going  
15 through this hard time. I wasn't expected to say a few  
16 words, so I'm just speaking off the top of my head, and  
17 I'd just like to say thank you for today and God bless you  
18 all.

19                   **MS. GLADYS RADEK:** Good morning. I just  
20 wanted to thank everybody for being here today for this  
21 very important meeting, and I want to thank everybody for  
22 -- especially all the staff and everything for being here  
23 for the last couple of years trying to make sense out of  
24 this colonialism that's been happening and raising  
25 awareness about the far too many missing and murdered

1 women across this country.

2 I'm really proud of the NFAC members,  
3 because they've all been working with us for -- since time  
4 immemorial on trying to figure out ways that we can more  
5 protect our women and children, and our future  
6 generations, and that's why we found a need from the  
7 family members who have lost loved ones, whether they're  
8 missing or whether they're unsolved murders, that we  
9 needed answers, and we needed Canada to own up to  
10 accountability for what's going on with our women and  
11 children.

12 And, this Inquiry, we walked across the  
13 country for this Inquiry several times, and we heard the  
14 families, we heard the voices. And, the NFAC members are  
15 the voices that carried those voices for the other  
16 families, and we continue to do so today. And, we are  
17 just hoping that this Inquiry -- we know it's not going to  
18 be the end-all be-all of -- to end violence against women,  
19 but it's a baby step into a better future for our kids,  
20 and that's why we're here. Thank you for allowing me to  
21 be on this territory. It's beautiful, by the way.

22 (APPLAUSE)

23 **MS. TERRELLYN FEARN:** Many thanks to each  
24 of you for sharing your wisdom and your love with us and  
25 with everyone. I would now like to ask Commissioner

1 Michèle Audette to come up and to do some opening remarks.

2 **COMMISSIONER MICHÈLE AUDETTE:** Merci

3 beaucoup, Terrellyn. J'ai dormi deux heures. Donc, c'est  
4 à ce que je ressemble quand je suis fatiguée. Mais je me  
5 suis toujours dit que je m'autoriserai cette fatigue-là  
6 une fois l'Enquête terminée au mois de juin 2019. Quelle  
7 tristesse. I have to say that in English, because I can  
8 see you didn't laugh or you didn't react, but it was  
9 sincere. I said -- I think I said, in English, I only  
10 slept two hours, few of us, or many of us, so this is how  
11 I look when I'm tired. But, I will allow myself to be  
12 tired only in June 2019 when we're finishing this Inquiry.

13 There's so much to do, so much to say, but  
14 most of all, so much to hear from where I'm sitting.  
15 Before I begin, I want to say thank you, merci beaucoup  
16 aux premières nations qui nous accueillent ici sur leur  
17 territoire maintenant partagé. On parle des Béothuks, on  
18 parle des Malécites, on parle des Mi'kmaws, on parle des  
19 Innus, ma nation, on parle aussi du peuple Inuit et bien  
20 d'autres nations, merci, et au gouvernement, je m'en  
21 allais dire, du B.C., I'm lost - au gouvernement de Terre-  
22 Neuve et Labrador, merci. Merci de m'accueillir chez  
23 vous, chez nous. Mon certificat de naissance vient du  
24 Labrador, donc, je suis une newfie. Je suis née ici, et  
25 fière. Merci à nos aînés, nos grand-mères, nos kokums.

1 Vraiment, je vous aime, merci infiniment d'être ici.  
2 Depuis les tout débuts, vous nous avez guidés, et nous  
3 sommes quasiment à la fin des audiences. Il reste encore  
4 deux audiences importantes dans lesquelles vous allez nous  
5 partager vos préoccupations, vos recommandations et vos  
6 idées dans les prochaines étapes. À nos femmes et nos  
7 hommes qui nous ont guidés depuis les tout débuts, je  
8 parle ici des membres du NFAC, alors, des femmes  
9 incroyables qui ont osé nous soutenir dans ce grand,  
10 grand, grand projet de société, alors, vous avez toute mon  
11 admiration.

12 Yes, I will say it in English for you,  
13 évidemment. Un gros merci à toute l'équipe de l'Enquête.  
14 Cette une grosse équipe, c'est une grande famille. C'est  
15 des gens qui viennent de partout au Canada, des gens qui  
16 ont des connaissances, des expériences de vie, qu'elles  
17 soient sur le terrain académique ainsi de suite, vous avez  
18 fait en sorte qu'on puisse avoir ces audiences-là, un  
19 gros, gros merci.

20 I was saying thank you so much for our  
21 beautiful elders that came since Day One to support this  
22 projet de société. Monsieur Melon, this great, great,  
23 great important task, journey or work since Day One. We  
24 had and we still have today elders that support us, guide  
25 us, lift up or remind us that we are not on the right

1 track, so that I have to say thank you.

2 Thank you also for the family members that  
3 walk with us, not for us or not behind, but for me, it was  
4 since Day One the same thing. Very important to involve  
5 the people from the ground, the frontline people, the  
6 people who lost a loved one or many loved ones to help me,  
7 to help us in this journey, this task. And, some are part  
8 of the circle that we call National Family Advisory  
9 Circle. Thank you for being here.

10 But, also, there are so many of you that  
11 have been there with us to support and help us, like the  
12 grandmothers, to put us back on the right track. I have  
13 to say thank you. We are almost finishing this important  
14 work. There are two more important gatherings for the  
15 final submission, so we'll hear from you, receive from  
16 you, your truth and recommendation.

17 You remember a few days ago -- I'll say a  
18 few weeks ago, in Winnipeg, that was a tough one for me.  
19 Very tough to hear as a mother of five children and a  
20 grandmother to hear how the system abandoned or wasn't  
21 there or felt -- how do you say -- didn't work for the  
22 families and the children. And, I'm pretty sure when we  
23 have heard the women across Canada who were human  
24 trafficked or they choose to work dans l'industrie du  
25 sexe, the majority of them, if it's not all of them, were

1 once sexually abused, raped, or abused by a family, or  
2 their John or a pimp.

3 And, this issue, this topic -- I don't like  
4 to say topic, but this tragedy, the human traffic puis  
5 l'industrie du sexe et tout ça, the sexual violence, it's  
6 a huge tragedy. It seems that we don't talk enough about  
7 this. It seems like people don't know enough, but it's  
8 happening here in our communities. It's happening here in  
9 Canada, the country we call Canada. It's not only  
10 something that happened in other countries. It's our  
11 daughters, it's our sisters, it's our mom, and it could be  
12 one of my twins.

13 So, this week, for me, it's going to be, I  
14 know, very, very tough, very, very powerful, I hope, and I  
15 hope that the party with standing will ask the tough  
16 questions, the right questions - you have not enough time,  
17 we all know that - to make sure that we get the evidence  
18 and the information to help us in that report.

19 But, again, broken record, I have practised  
20 this this morning, it didn't work, sorry, but still I'm  
21 going to say it. I strongly believe that all of us here  
22 in Canada, I strongly believe that the families and  
23 survivors, some don't support the Inquiry, I respect that.  
24 Some don't care; some do support the Inquiry. But, what  
25 is important for me, we had here an opportunity - an



1 opportunity to compel documents, people, institutions. We  
2 had that opportunity.

3 If we had the time that we asked,  
4 regardless which Commissioner – I can be changed, I don't  
5 mind. We're all replaceable. But, this issue, this  
6 Inquiry is not replaceable. We're not going to have  
7 another one. And, I know some of you asked more time for  
8 the final submissions. If I had the magic stick, you  
9 would have had it right away. But, I think the pressure,  
10 when I saw that, it belongs also to the government who  
11 said no to us, and we know also which province said no to  
12 us. Come on. Small world.

13 So, what we have and what's left with this  
14 mandate, we have to do the best. And, I have lots of hope  
15 and expectation with the questions you will ask, but with  
16 the staff also that will help us to write that report, the  
17 amazing work with the statement gathering that is still  
18 going on, very, very important. So, until that, I am not  
19 going to be tired. I'm still going to fight. I'm still  
20 going to work for this, and I will drink, we say in  
21 French, every word of what people will share to us this  
22 week.

23 Thank you for being here. We have amazing  
24 powerful women, survivor women that were trafficked or  
25 chose that road, but they're here today, and I admire

1 that. Thank you.

2 (APPLAUSE)

3 **MS. TERRELLYN FEARN:** Merci beaucoup,  
4 Michèle Audette. Oui, c'est ça. And now, I would like  
5 to invite up Commissioner Brian Eyolfson.

6 **COMMISSIONER BRIAN EYOLFSON:** Kwe.  
7 Boozhoo. Good morning, bonjour. First, I want to  
8 acknowledge the land on which we gather, the ancestral  
9 homelands of the Beothuk, and also that the Island of  
10 Newfoundland is the ancestral homelands of the Mi'kmaw and  
11 the Beothuk. And, I'd also like to recognize the Inuit of  
12 Nunatsiavut and NunatuKavut and Innu of Nitassinan and  
13 their ancestors as the original people of Labrador.

14 I think my colleague, Commissioner Audette,  
15 covered everything so eloquently that I wanted to say, but  
16 I also want to -- it's important for me also to  
17 acknowledge and give thanks to a number of people,  
18 especially as this is our last hearing in the series of  
19 this nature. So, again, I just want to acknowledge and  
20 thank our respected elders and our grandmothers who have  
21 given us so much support and guidance in the grandmother  
22 circle that's been with us since the beginning and helped  
23 us with all of this work. So, thank you so much.

24 I also want to acknowledge and thank our  
25 National Family Advisory Circle, which has also been with

1 us. They've also been with us since near the beginning.  
2 So, they've walked with us through this work and they've  
3 been committed and supported us and guided us and advised  
4 us. So, I want to thank them very much. I want to  
5 especially thank the ones that are here with us today,  
6 Gladys Radek, Barbara Manitowabi, Norma Jacobs and Pauline  
7 Muskego. Thank you for being with us here today.

8 And, I wanted to also acknowledge and thank  
9 Michael Denny for providing us with a wonderful welcoming  
10 opening song this morning. Thank you. And, to Sarah  
11 Ponniuk for lighting the qulliq for us today. Thank you  
12 very much. And, thank you all of you for joining us to  
13 learn, whether you're here in the room, or joining us by  
14 webcast, and I also want to thank, also, the witnesses  
15 that are giving up of their time this week to come and  
16 share their knowledge and expertise with us, and also for  
17 the parties with standing who have been working very hard  
18 and will be here asking questions this week.

19 This is -- like I said, this is our fourth  
20 public knowledge keeper, expert and institutional hearing  
21 in a period of approximately six weeks, and it's also our  
22 last hearing of this nature as we near the end of our  
23 evidence and information gathering period. And, after we  
24 heard final submissions, then we'll turn almost  
25 exclusively to our report writing and formulating our

1 recommendations.

2 So, I just really appreciate that everyone  
3 from our National Inquiry team that has worked so hard, to  
4 the parties with standing for attending and asking their  
5 questions, everyone has worked really hard to ensure that  
6 we have as much important, valuable evidence and  
7 information before us to help us with formulating our  
8 findings and recommendations. So, I really appreciate all  
9 the witnesses we've heard from, and I'm looking forward to  
10 the witnesses we have this week.

11 So, over the next few days, we're going to  
12 hear testimony about sexual exploitation, human  
13 trafficking, sexualized violence, including gender-based  
14 violence, and please remember to take care of yourself.  
15 Remember that our health team is available as we're likely  
16 going to be dealing with some difficult subject matter.

17 But, we'll learn valuable information about  
18 the impacts of these forms of violence on the lives of  
19 Indigenous women, girls, and trans and two-spirit people.  
20 And, we'll learn about concrete recommendations that can  
21 be included in the final report to support the healing of  
22 our Indigenous women and girls, trans and two-spirit  
23 people in our communities. So, I look forward, again, to  
24 this final week of this type of hearing and working with  
25 you all. So, wela'lin, chi-meegwetch, thank you, merci.

1                   **MS. TERRELLYN FEARN:** Meegwetch,  
2                   Commissioner Eyolfson. Thank you for your words. Next,  
3                   I'd like to ask Commissioner Qajaq Robinson if she would  
4                   like to come up and share some words with us.

5                   **COMMISSIONER QAJAQ ROBINSON:** Ullaakkut.  
6                   Good morning. Bonjour. I'd like to first start by  
7                   acknowledging the families and survivors, particularly  
8                   those that shared with us during the truth-gathering part  
9                   of this process, whose lived experiences and knowledge and  
10                  wisdom have really guided the last few institutional  
11                  expert hearings we've had.

12                  I want to acknowledge the spirits of the  
13                  women, girls, trans and two-spirited who have passed on,  
14                  who thanks to how we have done our work and the important  
15                  items we have in the room are with us always and remain  
16                  centre to our work and our focus.

17                  I want to acknowledge the land that we are  
18                  on and the people who host us, and I'd like to acknowledge  
19                  the land of the Beothuk people, Mi'kmaw, Innu and Inuit.

20                  I want to thank Michael for the song.  
21                  Wela'lin. Sarah Ponniuk, Nakurmiik (speaks in Indigenous  
22                  language).

23                  I'd also like to, as my colleagues have  
24                  acknowledged, thank the members of the National Family  
25                  Advisory Circle, those watching, and those here with us,

1 Gladys, Barb, Norma and Pauline. It's wonderful to see  
2 you again.

3 I want to acknowledge the guidance and  
4 wisdom you have shared with us since day one and thank you  
5 for walking with us in this process, again, across the  
6 country. So, thank you. I can't understate or overstate  
7 what your fight for years has brought us to, and the  
8 awareness that it has brought for all Canadians of the  
9 reality that too many Indigenous women and girls, trans  
10 and two-spirit are living. So, thank you.

11 Our elders, our kokums, our grandmothers  
12 who stand with us, kick our butts when needed, Louise,  
13 Cathy, Penelope, Blu and Bernie, I want to thank you so  
14 much as well for the guidance and the wisdom you've shared  
15 with us.

16 Also, our National Inquiry team who are  
17 just amazing, and many who were busy in roundtables last  
18 week prepping for this week, at the Supreme Court last  
19 week, in Winnipeg the week before, having brief moments  
20 with family over the weekend and then on the road again.  
21 I just -- I want to acknowledge you and give you my  
22 deepest gratitude and thanks. You guys rock in such a big  
23 way.

24 Because I wasn't able to express my  
25 gratitude to the people of Manitoba in Winnipeg last week,

1 because you were so kind to let me go home to my son  
2 early, who was very grateful to see me on his birthday, I  
3 want to thank the people of Winnipeg. That was a really  
4 difficult week of subject matter and testimony, but we  
5 were surrounded by such a strong community that knew that  
6 hard work has to get done, but you can do it in a kind and  
7 compassionate way where you are taking care of yourselves  
8 and each other. And, that was really beautiful to see,  
9 and I want to thank the community of Winnipeg for that.

10 So, now we're on the East Coast in  
11 Newfoundland and Labrador. Again, last time we were in  
12 Happy Valley-Goose Bay, and we heard from families and  
13 survivors there. Now, we're in St. John's where the  
14 decisions that are made happen, and the decisions that  
15 impact the lives of those we heard from are made.

16 I think that this is significant. Our  
17 report will be delivered to governments who will then have  
18 to act. We are sitting now, holding this hearing in a  
19 city where the government also sits. So, I think it's  
20 opportune that these conversations are happening here.

21 What we're going to talk about and learn  
22 about this week is going to be incredibly difficult, but  
23 it has to happen. This reality, this pervasive and  
24 terrifying reality of sexualized violence, human  
25 trafficking predominantly for the purposes of sexual

1 exploitation is something we have heard about coast to  
2 coast to coast. It's shocking that it happens in our  
3 public transportation systems, in the hotels that we stay  
4 at, in schools, outside of medical boarding homes, outside  
5 of group homes, outside of schools. It's happening. And,  
6 from what I have learned about, what we have learned about  
7 from families and survivors, it's happening in plain  
8 sight.

9 It's time that this be recognized and seen  
10 for what it is, often called modern day slavery, amongst  
11 the most heinous and unacceptable violations of human  
12 rights. And, I look forward to learning from the  
13 witnesses this week what must be done. It's going to be  
14 difficult. There are going to be differences of opinion,  
15 differences of views, but I'm looking forward to learning.  
16 And, I hope much like we did in Winnipeg, it will be done  
17 in a space that is kind and compassionate, and that  
18 recognizing -- that ultimately, the goal is that  
19 Indigenous women and girls, trans and two-spirited rights  
20 are recognized, protected and upheld, and that they live  
21 in a country where they can thrive and regain their place  
22 and power. So, I'll end with that. Wela'lin, nakurmiiq,  
23 merci.

24 (APPLAUSE)

25 **MS. TERRELLYN FEARN:** Many thanks,



1 Commissioner Robinson, for your words. Finally, I would  
2 like to call up Chief Commissioner Marion Buller to share  
3 some words with us this morning.

4 **CHIEF COMMISSIONER MARION BULLER:** Good  
5 morning. I want to start by acknowledging and welcoming  
6 the spirits of the missing and murdered Indigenous women  
7 and girls who guide us in our work every day. I also want  
8 to acknowledge and show my sincere thanks for the courage  
9 that we feel every day from the trans and two-spirited  
10 people in our communities.

11 Good morning, everyone. I want to  
12 acknowledge the beautiful territory that we're on, also  
13 known as the Rock, and it is. I want to acknowledge that  
14 we're on the ancestral homelands of the Mi'kmaw and  
15 Beothuk people. Also, I want to recognize and acknowledge  
16 that, in Newfoundland, it's not just the Rock, it's  
17 Labrador as well, which is the ancestral homeland of the  
18 original people, the Inuit and Innu.

19 There are benefits in going last, because  
20 all of the smart things have been said by people smarter  
21 than me. I just want to add this. Thank you to families  
22 and survivors and members of the National Family Advisory  
23 Circle. Gladys, I know you're awake back there like me.  
24 Barb, Pauline and Norma, thank you for joining us. And,  
25 thank you to the other members who can't be with us in

1 person today. Elders, knowledge keepers, grandmothers,  
2 thank you for pointing us in the right direction and  
3 keeping us headed in the right direction and reminding us  
4 of our strengths.

5 Michael and Barb, thank you for the most  
6 amazing song this morning. It was all I could do to  
7 stay in my seat and not start dancing, which would have  
8 been very embarrassing for everybody, especially me.  
9 Sarah, thank you for -- nakurmiik, thank you for the light  
10 that's going to guide us this week and keep us warm.  
11 Honoured witnesses and parties, thank you also for joining  
12 us. It's going to be a tough week.

13 Also, National Inquiry team, once again,  
14 you're working your magic like you do every day, and I'm  
15 very grateful. So much of what you do is unseen and  
16 unacknowledged, but it makes these hearings really happen.  
17 And, for those who are in offices and homes who keep us  
18 moving, thank you. You're an important part of our team  
19 too.

20 This is going to be a critical week for us  
21 in terms of our work. This is our final public hearing.  
22 And, I think this week we are going to hear some critical,  
23 important evidence about our most vulnerable women and  
24 girls. Not only about the circumstances that lead them  
25 into a horrible world of exploitation, trafficking and

1 violence, but we are also going to hear about the  
2 resilience, their strength and their courage, and how that  
3 has made a difference for them.

4 We're also going to hear from people who  
5 support and strengthen our most vulnerable women and  
6 girls, and what works for making it a safer and better  
7 world for all of our women and girls. So, thank you to  
8 those who strengthen and support our people, our women and  
9 girls in particular.

10 It will be difficult evidence. I'm not  
11 going to sugar coat it. There's going to be some very  
12 difficult things to hear, but we must proceed. This is  
13 important work, and we must proceed with open minds and  
14 open hearts. We must move forward. We must create  
15 change, change that is so desperately needed to make life  
16 safe and valuable for all of us, especially our Indigenous  
17 women and girls.

18 So, having said that, I agree with all the  
19 things that my smart colleagues have said. I'm not going  
20 to take any more of our valuable time. Let's move on and  
21 hear from the witnesses. So, thank you all, thank you  
22 very much for being here, and open minds and open hearts.  
23 Thank you.

24 (APPLAUSE)

25 **MS. TERRELLYN FEARN:** Hay-hay (speaks in

1 Indigenous language), Marion, and thank you, Cathy, as  
2 well. Thank you, Marion, for your humble words and your  
3 heartfelt words.

4 As you heard from many of the speakers this  
5 morning, it is going to be potentially a hard week. It's  
6 important that we take care of our spirits, not only  
7 today, but throughout the four days of this ceremony.  
8 It's going to be a really long day today. Today is the  
9 longest day, and we will be going till about 6:00, so make  
10 sure you're hydrated, make sure you eat well and be gentle  
11 with yourselves. Lunch is going to be in the atrium, so  
12 that is where you had breakfast, some of you had breakfast  
13 this morning, where all those beautiful trees and the  
14 water is from 12:00 till 1:00.

15 And, in keeping with keeping your spirit  
16 safe this week, you may hear things that challenge your  
17 values, your beliefs, what you know to be true. And, I  
18 just want you to know that we have a wonderful team of  
19 support here. And, I have asked them to stand. You'll  
20 see them in the purple lanyards. So, everyone on the  
21 outskirts with those purple lanyards, just maybe wave, and  
22 we have an amazing team here. We will be in this room.  
23 We will also be in the Elder's Room, which is just out the  
24 doors to the left down the hall in, I believe, it's  
25 Ballroom C. And, we do have a private, confidential space

1 in the health room, which is Ballroom D. If you're  
2 interested in sitting with someone in a private one-on-one  
3 setting, please see the Registration Desk, and we can set  
4 that up for you.

5 So, please reach out to any of these  
6 individuals. We have our beautiful elders and our  
7 medicine people that are supporting us as well. We're  
8 also going to check in with you, and we'll reciprocate  
9 that just to make sure everyone is in a good space.

10 For those that are watching via CPAC or on  
11 the Facebook Live, please reach out to the support line.  
12 We really want you to keep your spirit safe as well, as  
13 you watch this hearing from afar for the next four days.  
14 So, please don't forget to reach out and to keep your  
15 spirit safe as well.

16 In the Elder's Room, we have two amazing  
17 women, young women, and I hope they're here. There they  
18 are. We have our family members, Gerry Pangman. I'm --  
19 if you're comfortable, may I ask you to stand? And, her  
20 beautiful daughter, Coralee McPherson, beautiful spirits,  
21 they were at the hearing last week in Winnipeg, or two  
22 weeks ago. I can't remember. The days all mix into one.  
23 But, they set up a beading table in the Elder's Room and  
24 really offered their beading medicine with us. And so,  
25 mine is -- this is not mine. Christa did this one. It's

1 beautiful. But, it is an example of the beautiful beading  
2 that you can engage in that medicine if you need some time  
3 away, and Gerry is there to coach us through this, so  
4 please utilize that space as well. And, thank you both  
5 for coming and offering that to the families, the  
6 participants, the survivors. It's really good medicine  
7 that's going to help us get us through this week. So,  
8 we're very grateful and we really appreciate it.

9 Having said that, we are going to take a  
10 five-minute break and get set up, and then we will begin.

11 --- Upon recessing at 9:04 a.m.

12 --- Upon resuming at 9:16 a.m.

13 **MS. MEREDITH PORTER:** Thank you. My name  
14 is Meredith Porter, and I'm Commission counsel with the  
15 National Inquiry, and I will be leading this first panel  
16 of four witnesses that Commission counsel intends to call.  
17 This is the first panel of our week-long hearings here in  
18 St. John's, which are institutional, expert and knowledge  
19 keeper hearings, focusing on sexual exploitation, human  
20 trafficking and sexual assault.

21 I'd first like to say good morning to Chief  
22 Commissioner Buller, Commissioner Robinson, Commissioner  
23 Audette and Commissioner Eyolfson, and I would also like  
24 to introduce the four witnesses that we will be hearing  
25 from on this first panel, along with their counsel.

1           The first witness we will be hearing from  
2           is Assistant Commissioner Joanne Crampton of the RCMP, and  
3           counsel for Ms. Crampton is Anne Turley from the  
4           Government of Canada.

5           We also will be hearing from Inspector Tina  
6           Chalk of the Ontario Provincial Police, and Assistant  
7           Deputy Attorney General Juanita Dobson of the Government  
8           of Ontario, and counsel for the Government of Ontario with  
9           those two witnesses is Mr. Julian Roy.

10          Finally, we will also be hearing from Chief  
11          Joe Boland of the Royal Newfoundland Constabulary, and  
12          counsel for Chief Boland is Philip Osborne.

13          Commission counsel has requested, and on  
14          consent, the counsel for the witnesses have agreed to lead  
15          the testimony of the witnesses. So, at this time, I will  
16          ask the Commissioners if you are willing to grant the  
17          request of Commission counsel to have the counsel for the  
18          witnesses lead their evidence today?

19                   **CHIEF COMMISSIONER MARION BULLER:** Yes,  
20                   certainly.

21                   **MS. MEREDITH PORTER:** Thank you. So, with  
22                   that, I would ask the Registrar to begin by swearing in  
23                   Assistant Commissioner Joanne Crampton.

24                   **MR. BRYAN ZANDBERG:** Good morning,  
25                   Assistant Commissioner. Do you swear to tell the truth,

1 the whole truth, and nothing but the truth, so help you  
2 God?

3 **MS. JOANNE CRAMPTON:** Yes.

4 **MS. JOANNE CRAMPTON, Affirmed**

5 **MR. BRYAN ZANDBERG:** Thank you.

6 **MS. MEREDITH PORTER:** Thank you. And, Ms.  
7 Turley, if you would like to proceed, go ahead.

8 **--- EXAMINATION IN-CHIEF BY MS. ANNE TURLEY:**

9 **MS. ANNE TURLEY:** Thank you. Good morning,  
10 Chief Commissioner, Commissioners. Before starting, I  
11 would like to recognize the traditional territory of the  
12 Beothuk, the Mi'kmaw, and also recognize the Inuit and the  
13 Innu people.

14 You will have before you, Commissioners, a  
15 book of documents that Assistant Commissioner Crampton  
16 will be referring to. We will be seeking to introduce  
17 documents one-by-one. These are the very same documents  
18 that the parties with standing have been provided earlier  
19 -- or last week, rather.

20 Good morning, Assistant Commissioner  
21 Crampton.

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

23 Good morning.

24 **MS. ANNE TURLEY:** I'd like you to turn  
25 first to Tab 1. I believe this is your biography?



1                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

2           Yes, it is.

3                   **MS. ANNE TURLEY:** And, is this the most  
4           recent copy of your biography?

5                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6           Yes, it is.

7                   **MS. ANNE TURLEY:** Chief Commissioner, I am  
8           going to take the Assistant Commissioner through some of  
9           the relevant points, but I would like to mark the  
10          biography of Assistant Commissioner Joanne Crampton as the  
11          first exhibit.

12                   **CHIEF COMMISSIONER MARION BULLER:** Yes.  
13          The biography of Assistant Commissioner Joanne Crampton  
14          will be Exhibit 1, please.

15          **--- Exhibit 1:**

16                                   Bio of Assistant Commissioner Joanne  
17                                   Crampton, Joanne Crampton (one page)  
18                                   Witness: Assistant Commissioner Joanne  
19                                   Crampton, RCMP  
20                                   Counsel: Anne Turley, Government of  
21                                   Canada

22                   **MS. ANNE TURLEY:** Thank you. I understand  
23          that you are presently Assistant Commissioner with the  
24          RCMP responsible for Federal Policing Criminal Operations?

25                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Yes, I am.

2 **MS. ANNE TURLEY:** And, you've held this  
3 position since June of 2017?

4 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
5 That's correct.

6 **MS. ANNE TURLEY:** And, human trafficking  
7 comes under your purview?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
9 Yes, it does.

10 **MS. ANNE TURLEY:** And, you joined the RCMP  
11 in 1988?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
13 Yes, I did.

14 **MS. ANNE TURLEY:** And, you've served in  
15 B.C., Alberta and Saskatchewan between 1998 and 2008?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
17 Yes, that's correct.

18 **MS. ANNE TURLEY:** And, I understand that  
19 you've served in some Indigenous communities?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
21 Yes, I have.

22 **MS. ANNE TURLEY:** And, which ones were  
23 those?

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
25 While I was in Alberta, I worked in Wetaskiwin-Hobbema,

1 which is now Maskwacis, and as well, in Prince Edward  
2 Island. There were two Aboriginal communities there.

3 **MS. ANNE TURLEY:** And, in 2008, you  
4 received your commission?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
6 Yes, that's correct.

7 **MS. ANNE TURLEY:** To the rank of inspector?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
9 Correct.

10 **MS. ANNE TURLEY:** And, between 2008 and  
11 2013, you were in Halifax?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
13 Yes, I was.

14 **MS. ANNE TURLEY:** And, in 2013, you  
15 transferred to PEI?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
17 That's correct.

18 **MS. ANNE TURLEY:** And, first, you were  
19 officer in charge of criminal operations in PEI?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
21 Yes, that's right.

22 **MS. ANNE TURLEY:** And then you became the  
23 commanding officer of PEI in 2015?

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
25 Correct.

1                   **MS. ANNE TURLEY:** And, you held that  
2 position until you came to Ottawa in 2017?

3                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
4 That's correct.

5                   **MS. ANNE TURLEY:** Now, I understand prior  
6 to your departure from PEI that you received an eagle  
7 feather?

8                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
9 Yes, I did.

10                  **MS. ANNE TURLEY:** And, could you explain to  
11 the Commissioners why you did receive that eagle feather?

12                  **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
13 The chiefs on the island provided me with an eagle feather  
14 when I was at the last pow wow I was able to attend. They  
15 provided it to me in respect for my leadership within the  
16 Aboriginal community and for developing stronger relations  
17 between the police and the Aboriginal people. We also  
18 worked together to create a relationship-building protocol  
19 which outlined responsibilities of the police in terms of  
20 more culturally-sensitive policing, and more transparent  
21 communication, and, as well, responsibilities of the  
22 community in working with the police.

23                  **MS. ANNE TURLEY:** And, in your new role,  
24 human trafficking is one of your responsibilities?

25                  **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Yes, it is.

2 **MS. ANNE TURLEY:** And, prior to this, have  
3 you been involved either operationally or as a supervisor  
4 with human trafficking investigations?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 Yes, I have, in a few different areas. First would be  
7 when I worked in Surrey, British Columbia. We worked on a  
8 prostitution project, it was deemed at that time. It was  
9 targeting johns and pimps whereby one of the particular  
10 ladies, a sex worker that I worked with, was being  
11 trafficked. Unfortunately, the legislation was not in  
12 place at that time with regard to human trafficking.  
13 However, we were able to lay charges against two pimps,  
14 one of which was deported afterwards. Both were  
15 convicted.

16 After that, I worked in Halifax and was in  
17 charge of operations there where -- in particular, in the  
18 Cole Harbour area, there were cases of human trafficking.  
19 And, I worked to help promote education and inform  
20 community groups with regard to human trafficking there,  
21 and promoting more awareness in the community, and, in  
22 particular, with clergy and areas like that where they  
23 would have young people that they work with.

24 And, later on, when I was in Prince Edward  
25 Island, I was responsible for a unit that supported

1 Operation Northern Spotlight, which I will be speaking to  
2 in a few minutes as well.

3 **MS. ANNE TURLEY:** Thank you. Now, in your  
4 new role, I understand, as well, that you've been able to  
5 give talks and presentations on human trafficking. And,  
6 in particular, if you turn to Tab 3 of the book of  
7 documents, I understand that in February of this year, you  
8 gave evidence before the House of Commons Standing  
9 Committee on Justice and Human Rights?

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

11 Yes, I did.

12 **MS. ANNE TURLEY:** And, other government  
13 officials did as well?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

15 Yes, there were.

16 **MS. ANNE TURLEY:** And, Chief Commissioner,  
17 these are the transcripts of the evidence before the  
18 Standing Committee on Justice and Human Rights dated  
19 February 15<sup>th</sup>, 2018. If they could be marked as the next  
20 exhibit?

21 **CHIEF COMMISSIONER MARION BULLER:** Yes.

22 The transcript from the Standing Committee on Justice and  
23 Human Rights, No. 087, Thursday, February 15, 2018, will  
24 be Exhibit 2, please.

25 **--- Exhibit 2:**

1 House of Commons Standing Committee on  
2 Justice and Human Rights, Number 87,  
3 1<sup>st</sup> Session, 42<sup>nd</sup> Parliament, February  
4 15, 2018 (16 pages)

5 Witness: Assistant Commissioner Joanne  
6 Crampton, RCMP

7 Counsel: Anne Turley, Government of  
8 Canada

9 **MS. ANNE TURLEY:** Thank you. And, I also  
10 understand that in the summer, you presented to an  
11 international society on human trafficking. Could you  
12 briefly explain what that was?

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
14 Certainly. In July, in Montreal, I was asked to present  
15 to an international forum that was composed of lawyers,  
16 judges and legal societies from across the world. The  
17 topic was trafficking, and I was asked to speak on human  
18 trafficking in Canada with respect to challenges in  
19 prosecutions.

20 **MS. ANNE TURLEY:** Thank you. I'm going to  
21 ask you now to turn to Tab 2 of the book of documents.

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
23 Right.

24 **MS. ANNE TURLEY:** And, this is an overview  
25 of your testimony?





1 2018 (27 pages)  
2 Witness: Assistant Commissioner Joanne  
3 Crampton, RCMP  
4 Counsel: Anne Turley, Government of  
5 Canada

6 **MS. ANNE TURLEY:** Thank you. Before we get  
7 into the RCMP's efforts in this area, I would like to  
8 briefly get you to set out some context in terms of human  
9 trafficking in Canada. Could you start off with defining  
10 human trafficking?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
12 So, human trafficking is exploitation of a person either  
13 by sexual means or through forced labour or removal of  
14 organs, and for purposes of exploitation and generally for  
15 financial gain. I think it's important to distinguish  
16 between human trafficking versus human smuggling. Human  
17 smuggling happens where a person is being smuggled  
18 generally of their own free will, often paying for the  
19 service. And, once that the movement of the person is  
20 completed, the transaction ends.

21 However, sometimes human smuggling can also  
22 turn into human trafficking, and that's where, I think,  
23 the two become confused. Once someone is smuggled,  
24 sometimes the trafficker then asks for more payment or  
25 then demands forced labour after the fact, which then, in

1 that case, it's a human trafficking file at that point.

2 **MS. ANNE TURLEY:** Now, you referred earlier  
3 to when you were in an operational role that there wasn't  
4 human trafficking legislation in Canada. There is now.  
5 Can you explain briefly what that is?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
7 Yes, I can. The new legislation came in -- well I guess  
8 it's not new now. It's 2005. It came in with respect to  
9 human trafficking. There are four sections in particular  
10 under Section 279. The first being human trafficking  
11 itself for the purpose of -- it prohibits all human  
12 trafficking, domestic or international for any exploitive  
13 purpose.

14 The second section is with regard to  
15 exploiting someone under the age of 18. The third section  
16 is receipt of financial gain for the purpose of  
17 trafficking, or as a result of trafficking, I should say,  
18 or a material benefit. And, the fourth is withholding  
19 identity documents such as a passport or immigration  
20 papers of someone who is being trafficked. In addition,  
21 the *Immigration and Refugee Protection Act*, or *IRPA*, in  
22 Section 118 of the *Act* also prohibits bringing someone  
23 into the country by a means of abduction or forcing  
24 someone into the country.

25 **MS. ANNE TURLEY:** Now, other than the

1 specific human trafficking offence, and under the *Criminal*  
2 *Code*, and the one under *IRPA*, are there any other criminal  
3 offences that would be or may be applicable to human  
4 trafficking situations?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 Yes. So, we often refer to the specific cases that I just  
7 mentioned as -- or the -- sorry, the specific sections as  
8 human trafficking sections, and then other associated  
9 sections to human trafficking such as charges of assault  
10 or sexual assault, unlawful confinement. All of those  
11 types of criminal offences could take place in a human  
12 trafficking file.

13 **MS. ANNE TURLEY:** And, would those  
14 associated offences, as you call them, be pursued together  
15 with the human trafficking specific or alternatively?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

17 So, sometimes they could be in conjunction with human  
18 trafficking charges, or sometimes they're laid on their  
19 own when there's not enough evidence to lay a charge of  
20 human trafficking. I would say, most often, we see that  
21 in terms of what we see in Canada.

22 **MS. ANNE TURLEY:** Now, in terms of the  
23 scope of human trafficking in Canada, you have spoken  
24 about domestic and international. Which is more  
25 prevalent?

1                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** In  
2 Canada, we see far more domestic human trafficking for the  
3 purposes of sexual exploitation. There is some  
4 international trafficking, but it's often with regard to  
5 forced labour. Far more in Canada, it's much more  
6 domestic human trafficking.

7                   **MS. ANNE TURLEY:** And, in terms of  
8 vulnerable populations, what have you seen in your  
9 experience in terms of who are the most vulnerable  
10 populations in Canada?

11                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
12 Generally, it's young women and girls, in particular  
13 Indigenous women and girls, as well as special groups such  
14 as the LBTGT2Q community. But, generally, more vulnerable  
15 population such as Indigenous women and girls.

16                   **MS. ANNE TURLEY:** Now, if I can ask the  
17 statistics to be put up on the screen? So, we have human  
18 trafficking statistics up there, and has the RCMP  
19 collected these statistics?

20                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
21 Yes, they have.

22                   **MS. ANNE TURLEY:** And, it's between 2005  
23 and 2017?

24                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
25 Yes, that's correct, for November 2017.

1                   **MS. ANNE TURLEY:** And, can you briefly  
2 explain these statistics?

3                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
4 So, between 2005 and November of 2017, 455 cases were  
5 noted where human trafficking-specific charges were laid.  
6 That would be with regard to Section 279 or a subsection  
7 of it. 433 of those were domestic human trafficking  
8 cases, and 22 were international. 118 have successfully  
9 resulted in human trafficking-specific or -related  
10 offences -- convictions, I should say. And, these cases  
11 involved 321 victims and 180 individuals who were  
12 convicted of multiple offences. And, currently, at that  
13 particular time, there was approximately 296 human  
14 trafficking cases before the courts that involve  
15 approximately 506 victims and four-hundred -- sorry, 506  
16 accused and 420 victims.

17                   **MS. ANNE TURLEY:** Thank you. And, I just  
18 note for the record that these stats are also found on  
19 page 3 of Assistant Commissioner Crampton's overview.

20                                 Now, how did the RCMP collect these  
21 statistics?

22                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
23 So, the statistics are collected through Statistics  
24 Canada. When police submit their files or reports,  
25 statistics are attached to those files, and Statistics

1 Canada collects that information. It's then accessible to  
2 public, or they publicize statistics on a regular basis,  
3 but police can also access that data.

4 So, some of that data comes from Statistics  
5 Canada, some of it comes from open source internet  
6 searches, and as well from reporting from police agencies,  
7 because not all cases would be noted with Statistics  
8 Canada. There are sometimes gaps in that information, in  
9 that files could be open that could be -- could appear to  
10 be an assault file, when in fact it's a human trafficking  
11 file, for example.

12 **MS. ANNE TURLEY:** And, do you consider  
13 these stats a true picture of what is going on with  
14 respect to human trafficking in this country?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
16 No, not at all. I think it's a huge underreported number.  
17 We know that we have gaps in that, those statistics, but  
18 as well the incidence of human trafficking is a very  
19 clandestine nature and, therefore, victims do not often  
20 come forward and report. There's a lot of underreporting  
21 of this particular type of crime. So, we're very  
22 confident that those stats are not anywhere near what the  
23 real picture would be.

24 **MS. ANNE TURLEY:** And, we're going to come  
25 back to talking about some of the challenges and gaps.

1 Before turning to the RCMP's efforts, I would like to just  
2 briefly address the Government of Canada as a whole in  
3 addressing human trafficking. In addition to the RCMP, is  
4 any other government department involved in efforts to  
5 combat human trafficking to your knowledge?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

7 Yes, there are several. Public Safety Canada, CBSA or  
8 Canada Borders Services, Global Affairs. There are a lot  
9 of different partners. Immigration and Refugee Canada.

10 **MS. ANNE TURLEY:** And, does the RCMP work  
11 with these other federal government departments or  
12 agencies?

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

14 Yes, we do. We're part of a taskforce with them.

15 **MS. ANNE TURLEY:** Part of a task force...

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

17 For human trafficking, sorry.

18 **MS. ANNE TURLEY:** And, is that a federal  
19 government task force?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

21 Yes, it is.

22 **MS. ANNE TURLEY:** Okay. We're going to  
23 turn now to the role of the RCMP in addressing human  
24 trafficking. Now, I understand human trafficking falls  
25 under your responsibilities, and there's actually a Human

1 Trafficking National Coordination Centre?

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

3 That's correct.

4 **MS. ANNE TURLEY:** Can you explain when and  
5 why that centre was established?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

7 The centre was established in twenty -- or 2005, rather,  
8 after the legislation came into effect. And, it was  
9 established as a result of the legislation. The role of  
10 the Human Trafficking Coordination Centre is to liaison --  
11 to be a liaison with police forces across the country to  
12 collect data, to provide education, create initiatives in  
13 human trafficking, and provide subject matter expertise to  
14 police agencies that require assistance. But, really,  
15 looking at a coordination role in gathering data and  
16 ensuring investigations are fluid across the country.

17 **MS. ANNE TURLEY:** And, are there other RCMP  
18 programs or units that would also be involved in human  
19 trafficking efforts besides this coordination centre?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

21 Yes, there are several. One that would come to mind would  
22 be our Jetway Program, which is looking at drug  
23 trafficking in the airports. We train the people who do  
24 that Jetway Program to also look for human trafficking.  
25 The Air Carrier Program, which is a program where we have



1 police officers on international flights. They're also  
2 trained in looking for human trafficking. Our Liaison  
3 Officer Program, which is international, and we have  
4 police officers stationed in multiple different areas  
5 around the world are also trained in human trafficking.  
6 There are a lot. That's just a few. There are several  
7 different programs that are working on human trafficking  
8 as well.

9 **MS. ANNE TURLEY:** If I can have you turn  
10 now to Tab 4 of the book of documents? This is entitled,  
11 "RCMP National Strategy to Combat Human Trafficking".

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
13 Yes.

14 **MS. ANNE TURLEY:** Can you explain what this  
15 is and what its purpose was?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
17 So, the purpose of the strategy -- it was written in 2012,  
18 and it was written in conjunction with the time that  
19 Public Safety also created a national action plan. The  
20 strategy outlines human trafficking in Canada. It  
21 outlines investigations. It's meant for police officers  
22 to provide direction and guidance as to how to do  
23 investigations and what the considerations are in doing  
24 these investigations.

25 **MS. ANNE TURLEY:** And, in this report, is

1           there any reference to Indigenous women and girls with  
2           respect to human trafficking?

3                           **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4           Yes, there is. And, it's with respect to recognizing that  
5           this is a vulnerable population and likely more  
6           susceptible to human trafficking.

7                           **MS. ANNE TURLEY:** Chief Commissioner, I  
8           would like to mark this report, RCMP National Strategy to  
9           Combat Human Trafficking, as the next exhibit.

10                           **CHIEF COMMISSIONER MARION BULLER:** Just for  
11           clarity, that's the document at Tab 4?

12                           **MS. ANNE TURLEY:** Yes, it is.

13                           **CHIEF COMMISSIONER MARION BULLER:**  
14           Certainly. Exhibit 4 is the RCMP National Strategy to  
15           Combat Human Trafficking.

16           **--- Exhibit 4:**

17                                           RCMP National Strategy to Combat Human  
18                                           Trafficking (2012), ISBN 978-1-100-  
19                                           21584-6 (32 pages)

20                                           Witness: Assistant Commissioner Joanne  
21                                           Crampton, RCMP

22           Counsel: Anne Turley, Government of Canada

23                           **MS. ANNE TURLEY:** I'm going to have you now  
24           turn to Tab 5 of the Book of Documents. This is a  
25           document entitled, Domestic Human Trafficking for Sexual

1       Exploitation in Canada, and it's dated October 2013. What  
2       is this document?

3                               **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4       This is a project called "Project Safekeeping." And,  
5       Safekeeping we term it as a threat assessment, and it was  
6       looking at human trafficking in Canada, in particular  
7       domestic human trafficking, which, of course, as I  
8       mentioned before, is with regard mainly to sexual  
9       exploitation. So, what this project did was identified a  
10      profile of a trafficker, a profile of a victim, really  
11      identified how victims are lured into trafficking  
12      situation. It looked at statistics. It looked at ages,  
13      and really gave us a good profile. It also identified  
14      gaps and issues and concerns.

15                           **MS. ANNE TURLEY:** And, you termed this a  
16      threat assessment?

17                           **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

18      Yes, that's correct.

19                           **MS. ANNE TURLEY:** Is this the first threat  
20      assessment that the RCMP had undertaken with respect to  
21      human trafficking?

22                           **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

23      No, there was a previous one in 2010. It was Project  
24      Seclusion, but it was more focused on international human  
25      trafficking. It looked at organized crime and trans-

1 national trends with regard to human trafficking.

2 **MS. ANNE TURLEY:** And, the Project  
3 Seclusion from 2010, I understand that that report,  
4 there's a link to it in your materials?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
6 Yes, there is.

7 **MS. ANNE TURLEY:** Now, in terms of the 2013  
8 Project Safekeeping, was there any consideration of the  
9 vulnerability of Indigenous women and girls to human  
10 trafficking?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
12 Yes, there was. So, it was noted that the numbers of  
13 Indigenous women and girls that were being trafficked was  
14 relatively low when the files were reviewed. However, at  
15 the time, the Indigenous population in Canada was  
16 approximately four percent. So, when we look at the  
17 difference between the number of women and girls that were  
18 being trafficked at that time versus the population size,  
19 it was significant. And, it was notable that more often  
20 there was Indigenous women and girls being trafficked.

21 **MS. ANNE TURLEY:** Chief Commissioner, I'd  
22 like to mark the report entitled Domestic Human  
23 Trafficking for Sexual Exploitation in Canada dated  
24 October 2013 as the next exhibit.

25 **CHIEF COMMISSIONER MARION BULLER:** Okay.

1 This is what you're referring to as the threat assessment?

2 **MS. ANNE TURLEY:** Yes.

3 **CHIEF COMMISSIONER MARION BULLER:** Okay.

4 So, formally, the document is Exhibit 5, and it is  
5 entitled Domestic Human Trafficking for Sexual  
6 Exploitation in Canada, October 2013, by the RCMP.

7 **--- Exhibit 5:**

8 "Domestic Human Trafficking for Sexual  
9 Exploitation in Canada," prepared by  
10 The Human Trafficking National  
11 Coordination Centre, dated October  
12 2013 (54 pages)  
13 Witness: Assistant Commissioner Joanne  
14 Crampton, RCMP  
15 Counsel: Anne Turley, Government of  
16 Canada

17 **MS. ANNE TURLEY:** Thank you. Now, the  
18 Human Trafficking National Coordination Centre, which  
19 falls under your responsibilities, you spoke earlier about  
20 the mandate.

21 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

22 Yes.

23 **MS. ANNE TURLEY:** And, I understand that  
24 under your leadership, this coordination centre has now  
25 gone under a revitalization or refurbishment?

1                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

2           That's correct.

3                   **MS. ANNE TURLEY:** And, can you speak to  
4           that?

5                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6           Certainly. In noting the changes that we've had in  
7           irregular migration in Canada, noting that human  
8           trafficking is becoming more and more prevalent right  
9           around the world, not just in Canada, and due to some  
10          changes we were having within our unit – we had had some  
11          human resourcing issues and we were in the process of  
12          staffing some of the positions in the Human Trafficking  
13          Coordination Centre – I then changed the focus of the unit  
14          early this year, in January, moving it over to our Border  
15          Integrity area. And, instead of with Serious and  
16          Organized Crime -- because due to changing priorities as  
17          well in Serious and Organized Crime, the focus on the  
18          fentanyl crisis and a lot of different things going on in  
19          that particular area, I felt the human trafficking would  
20          fit better with our Border Integrity and would have a  
21          stronger focus, an international and domestic focus, that  
22          way.

23                   So, in doing so, we also changed the  
24          mandate. The mandate is similar, but it's more focused  
25          and more targeting exactly what our gaps are. So, we

1 really did a good analysis of the gaps and changed that  
2 mandate to look at the gaps.

3 **MS. ANNE TURLEY:** So, can you explain that?  
4 I believe it's on page 8 for people's reference of the  
5 overview. Explain what you mean by trying to address the  
6 gaps and how you reformulated the mandate.

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
8 Certainly. So, we termed it the "Five Is," because  
9 there's five I words that are now within the new mandate.  
10 The first being intelligence, so, exchanging intelligence,  
11 sharing intelligence between Canadian and law enforcement  
12 both nationally and internationally, ensuring there's  
13 strong intelligence there; looking for indicators,  
14 sensitizing law enforcement, the public, youth with regard  
15 to human trafficking, that's something we've always done,  
16 but we still continue to need to have a focus on that;  
17 investigations, ensuring investigations are ongoing and  
18 providing support for investigations across the country  
19 and subject matter expertise; input, providing better  
20 input with regard to statistics and recognizing the  
21 clandestine nature of human trafficking and what we can do  
22 to address those gaps in input; and then initiatives,  
23 tracking initiatives, recording them and ensuring that  
24 initiatives are ongoing across the country with regard to  
25 human trafficking.

1                   **MS. ANNE TURLEY:** Now, one of the -- you  
2 talked about indicators and raising awareness. Can you  
3 speak to, at a national level, what the coordination  
4 centre has been doing to raise awareness in some of the  
5 initiatives?

6                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
7 So, one of the main initiatives was the I'm Not For Sale  
8 campaign that started in 2010. It was -- when we created  
9 booklets, or toolkits we call them, there's three  
10 different toolkits: one for law enforcement, one for youth  
11 and one for public. Those toolkits include information in  
12 each one with regard to human trafficking and can be used  
13 for presentations or can be used just for general  
14 knowledge, in particular for law enforcement.

15                   **MS. ANNE TURLEY:** And, you talked about  
16 three different toolkits. Are there differences in them?

17                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
18 Yes, there are. So, in the law enforcement package,  
19 there's a quick reference guide that law enforcement  
20 personnel can put in their kit bag that might be in their  
21 car or on their person. It's a quick reference tool they  
22 can look at to see the sections and how to do a human  
23 trafficking investigation. In addition, each kit has a  
24 DVD in each one. It contains posters in each one and  
25 information package with regard to human trafficking.



1                   In the youth package, there's the posters,  
2                   but also -- sorry, the DVD has a young lady at the end of  
3                   the DVD and -- within the whole scenario, it's a human  
4                   trafficking type scenario where -- I'm sorry. I'm  
5                   stumbling through this. The young lady, at the very end  
6                   of the DVD, we see her standing on a highway, and she's  
7                   hitchhiking. And, so it can be very powerful for young  
8                   people watching this and hopefully that they see  
9                   themselves in this person. She's a young aboriginal girl  
10                  or Indigenous girl, who is hitchhiking. The person who  
11                  pulls up to pick her up while she's hitchhiking is someone  
12                  that we now know is a trafficker based on the scenario  
13                  that's happened throughout the DVD. And, she states that  
14                  she's leaving the reserve, she would like to go to  
15                  Winnipeg to seek a better life, and then gets in the car.  
16                  So, it's very clear that we now know she's gotten into a  
17                  car with someone who is a trafficker. In addition, on the  
18                  youth video, there's also two survivors who speak and  
19                  provide testimony. So, that's very powerful as well.

20                  In the law enforcement package on the DVD,  
21                  they speak a lot more about legislation. It's more geared  
22                  towards policing. And then the general public package has  
23                  a compilation of all three really.

24                  **MS. ANNE TURLEY:** Now, we have examples of  
25                  the what you call "toolkits" and they're really pamphlets

1 or folders that have all these materials in them. We  
2 unfortunately don't have enough for all parties with  
3 standing. What we do have is several copies up here of  
4 the three different toolkits that parties can come and  
5 look at. And, we do -- I did provide the Commissioners  
6 with a copy of all three toolkits. They are marked, so  
7 you can tell which is youth, which is law enforcement and  
8 which is general public.

9 So, I wonder, Chief Commissioner, if we  
10 could mark separately each of the toolkits. Perhaps the  
11 law enforcement one could be marked as the next exhibit?

12 **CHIEF COMMISSIONER MARION BULLER:** Yes, the  
13 Law Enforcement Toolkit on Human Trafficking is Exhibit 6.

14 **--- Exhibit 6:**

15 RCMP Law Enforcement Toolkit on Human  
16 Trafficking, comprising an  
17 introductory letter, a DVD, two  
18 brochures, one operational police  
19 officer's handbook, seven posters,  
20 fact sheets # 3-6, an FAQ, a Canadian  
21 Border Services Agency one-page  
22 information sheet & a one-pager from  
23 Immigration, Refugees & Citizenship  
24 Canada

25 Witness: Assistant Commissioner Joanne

1 Crampton, RCMP  
2 Counsel: Anne Turley, Government of  
3 Canada

4 **MS. ANNE TURLEY:** And, the Youth Toolkit on  
5 Human Trafficking?

6 **CHIEF COMMISSIONER MARION BULLER:** Yes.  
7 Exhibit 7 is the Youth Toolkit on Human Trafficking.

8 **--- Exhibit 7:**

9 Youth Toolkit on Human Trafficking,  
10 comprising an introductory letter, a  
11 DVD, two brochures, two posters, fact  
12 sheets # 3-7, a user guide, an FAQ & a  
13 parent help sheet  
14 Witness: Assistant Commissioner Joanne  
15 Crampton, RCMP  
16 Counsel: Anne Turley, Government of  
17 Canada

18 **MS. ANNE TURLEY:** And then, finally, the  
19 General Public Toolkit.

20 **CHIEF COMMISSIONER MARION BULLER:** Yes.  
21 Exhibit 8 is the General Public Toolkit on Human  
22 Trafficking. Thank you.

23 **--- Exhibit 8:**

24 General Public Toolkit on Human  
25 Trafficking, comprising an

1 introductory letter, a DVD, two  
2 brochures, seven posters, fact sheets  
3 # 3-7, a user guide, an information  
4 sheet, a one-pager from Immigration,  
5 Refugees & Citizenship Canada & an FAQ  
6 Witness: Assistant Commissioner Joanne  
7 Crampton, RCMP  
8 Counsel: Anne Turley, Government of  
9 Canada

10 **MS. ANNE TURLEY:** If I can have you turn to  
11 Tab 6 of the book of documents?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

13 All right.

14 **MS. ANNE TURLEY:** You referred to these  
15 toolkits including posters.

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

17 Yes, I did.

18 **MS. ANNE TURLEY:** And, are these examples  
19 at Tab 6?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

21 Yes, they are.

22 **MS. ANNE TURLEY:** And so, if you -- I think  
23 there's five examples here of different posters.

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

25 That's correct.

1                   **MS. ANNE TURLEY:** Are these the extent of  
2 the posters or are there other ones as well?

3                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
4 There are other ones, but they refer to other things such  
5 as hitchhiking and different topics.

6                   **MS. ANNE TURLEY:** Chief Commissioner, if I  
7 can have the posters that are at Exhibit 6 -- sorry, at  
8 Tab 6 marked as the next exhibit?

9                   **CHIEF COMMISSIONER MARION BULLER:** I think  
10 there are five of them; is that correct?

11                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
12 Yes.

13                   **MS. ANNE TURLEY:** Yes.

14                   **CHIEF COMMISSIONER MARION BULLER:** Yes.  
15 The five posters entitled, "I'm not for sale", will be  
16 collectively Exhibit 9, please.

17                   **--- Exhibit 9:**

18                                   Five posters from RCMP "I'm Not For  
19                                   Sale" initiative

20                                   Witness: Assistant Commissioner Joanne  
21                                   Crampton, RCMP

22                   Counsel: Anne Turley, Government of Canada

23                   **MS. ANNE TURLEY:** Now, you referred to the  
24 youth DVD at the end having a young Indigenous woman. Was  
25 there anything else with respect to the "I am not for

1 sale" awareness campaign that was targeted towards the  
2 vulnerable group of Indigenous women and girls?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 Yes, there was. One of the posters later on in 2011, we  
5 created a poster that depicts an Indigenous young lady who  
6 -- it appears on one of the "I'm not for sale" posters.  
7 And, in that particular year, these toolkits were sent out  
8 to every friendship centre and all Inuit communities in  
9 Quebec, Northwest Territories, Nunavut and Labrador as  
10 well.

11 **MS. ANNE TURLEY:** And, this was in, you  
12 said, 2011?

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

14 2011. That's correct.

15 **MS. ANNE TURLEY:** And, why at that time was  
16 there this distribution to the communities?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

18 So, in speaking with the people who were working in the  
19 Human Trafficking Coordination Centre at that time, they  
20 felt that it was really important to raise awareness in  
21 the Indigenous communities. In speaking with various  
22 Indigenous communities, they found that no one seemed to  
23 speak of human trafficking or didn't recognize what human  
24 trafficking really was. There was sex workers, but no one  
25 was recognizing that some of that -- some of that, what

1 was occurring, was human trafficking.

2 So, it was felt that this was the best way  
3 to raise awareness, was to provide toolkits right across  
4 the country, send a letter with that saying, "Please  
5 contact us if you have questions. Please distribute this  
6 information," and raise awareness and sensitize people to  
7 the urgent issue of human trafficking.

8 **MS. ANNE TURLEY:** And, what was the  
9 response to that awareness campaign within the Indigenous  
10 communities?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** It  
12 was overwhelmingly positive. I've spoken to a person who  
13 was working in the unit at that time, and she said that  
14 all they received was accolades and requests for more  
15 toolkits. So, that was a terrific response.

16 **MS. ANNE TURLEY:** And, are these toolkits  
17 still used?

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
19 Yes, they are. They will be being updated, though. We  
20 have a lot of material that we need to update now that  
21 we've changed our mandate. We're changing, you know, in  
22 terms of where we're going. We need to refresh a lot of  
23 the material. Plus, I know we're going to speak to a  
24 hotline, but that hotline will be coming in as well. So,  
25 that will be need to be added to this material.

1                   **MS. ANNE TURLEY:** Now, you spoke about  
2 other posters, and you mentioned a hitchhiking poster.  
3 How does that hitchhiking poster feed into human  
4 trafficking and trying to raise awareness?

5                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
6 Certainly. In 2013, the RCMP partnered with NWAC to  
7 create a hitchhiking poster. This poster depicts the  
8 risks of hitchhiking, and to me, I think it's a very  
9 strong tie to human trafficking because often -- well,  
10 even as the DVD that I described, that is often sometimes  
11 the first start of human trafficking, is when someone gets  
12 into a vehicle with someone who is a trafficker, or  
13 someone who is going to take advantage of our young women  
14 and girls in an exploitive nature.

15                   So, that was -- that poster was created.  
16 And then in 2014, the RCMP partnered with NWAC as well as  
17 the Assembly of First Nations to create three more  
18 posters. Two were with regard to missing persons: one  
19 being the importance of reporting a missing person as soon  
20 as they go missing; the second being a poster with regard  
21 to the need to provide as much detail as possible on  
22 missing persons. And then the third poster was with  
23 regard to domestic violence.

24                   So, again, missing persons is a very strong  
25 connection with human trafficking. Once someone is being



1 human trafficked, they are often reported missing, but we  
2 don't necessarily know where they are or what's happening  
3 to them. So, again, a very important link to human  
4 trafficking.

5 **MS. ANNE TURLEY:** Now, we've spoken about  
6 awareness campaigns at a national level through this  
7 coordination centre. Can you speak to awareness  
8 initiatives at the divisional level within the provinces  
9 and the territories that the RCMP would undertake?

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

11 Certainly. We have -- we distribute these toolkits right  
12 across the country. At the time that they were created,  
13 they were also distributed to all law enforcement across  
14 the country, and continue to be distributed on the  
15 national website. Any agency, or public, or teachers can  
16 contact us and be provided that information.

17 In addition, we solicited all of the  
18 provinces and territories across the country to find out  
19 what's happening and what they're doing with regard to  
20 human trafficking, and in Annex A, I've provided sort of a  
21 snapshot of just some of the initiatives, some of the  
22 highlights of the initiatives.

23 **MS. ANNE TURLEY:** And, in the provinces or  
24 territories, are there any personnel that are working with  
25 the human trafficking coordination centre?

1                                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

2           Yes, there are.  So, in Nova Scotia, Quebec and British  
3           Columbia, we have national coordinators who work in each  
4           one of those provinces on behalf of the National  
5           Coordination Centre, and they work as a liaison for their  
6           particular region.  So, they are to cover their entire  
7           area, work with police agencies in the area, as well as  
8           RCMP, and provide that link back to the National  
9           Coordination Centre.

10                               **MS. ANNE TURLEY:**  Now, you're referring to  
11           Annex A, which is pages 23 to 25 of your overview.  These  
12           are highlights of training awareness or engagement at the  
13           division level?

14                               **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

15           Yes, they are.

16                               **MS. ANNE TURLEY:**  Why is it important that  
17           this engagement be done not only at the national level  
18           through your centre, but through the divisions?

19                               **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  I  
20           think it's very important that each province does its own  
21           programming or completes its own suggestions of how they  
22           need to address human trafficking, because our culture and  
23           landscape is very different from province-to-province,  
24           territory-to-territory, and we need to be cognizant of  
25           that.  So, it's not a one size fits all.  So, it's very

1 important that each province does its own programming in  
2 particular, in our Indigenous communities in particular.

3 **MS. ANNE TURLEY:** And, what you have listed  
4 in Annex A, you said this was a snapshot. So, is this all  
5 that's been done across the country?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
7 No. This would be -- it's some highlights that we chose  
8 to put in here to highlight some of the good work that's  
9 being done.

10 **MS. ANNE TURLEY:** If I could ask you, in  
11 the time that we have, perhaps, to pick one or two things  
12 that you could highlight of a best practise or promising  
13 practise about what's happening in the provinces and  
14 territories in the divisions?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
16 Certainly. The first one I would look at is Nova Scotia.  
17 In addition to the National Coordination position that  
18 they have in their province, they've also appointed a  
19 member responsible for First Nations human trafficking.  
20 They are a liaison person with the First Nations, and now,  
21 their portfolio is specific to human trafficking. So,  
22 that was great to see. That just happened this year.

23 For the last two years, Nova Scotia has  
24 also participated in the "Say something if you see  
25 something" campaign, which is specific to the hospitality

1 industry, which is a very important area to target for  
2 policing in that hotel owners, restaurant owners, bar  
3 owners are not always aware of human trafficking. So,  
4 it's an important group to provide education to.

5 In addition, that material was translated  
6 into Mi'kmaw that's being provided for that project. As  
7 well, across the province, all of their traffic services  
8 personnel have been trained in recognizing the signs of  
9 human trafficking, which could be very important when  
10 someone is doing a traffic stop, and there could be a  
11 young lady in the vehicle being trafficked.

12 So, I see this as a best practise that  
13 we're going to recommend that we partake across the  
14 country to ensure our traffic services are trained in  
15 human trafficking. It's a terrific opportunity for them  
16 to hopefully stop a situation as it's happening.

17 The other division I would look at is  
18 Alberta. They have their own action plan to combat human  
19 trafficking in addition to our national one. And, they  
20 also have a play that they're supporting. It's called  
21 "Love Bomb." And, it was presented in Indigenous  
22 communities in Alberta, British Colombia and will be  
23 presented in Saskatchewan as well.

24 **MS. ANNE TURLEY:** So, if -- following up on  
25 that, on Love Bomb, if I can get you to look at Tab 8 of

1 the book of documents? And, this is a report. It's  
2 called "Operation Love Bomb," and it's a report prepared  
3 by a RCMP Corporal Sue Harvey out of High Level. And, if  
4 you can briefly talk about Operation Love Bomb and how the  
5 RCMP is involved in this?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

7 So, the RCMP is involved in terms of -- we participate in  
8 talkback sessions that happen once the play is concluded.  
9 But, it has had some great success, and it has been  
10 produced by -- it's called "Shameless Hussy Productions,"  
11 and the RCMP has helped in providing support in terms of  
12 fundraising and applying for grants for this play in order  
13 to have it produced and travel from province to province.  
14 So, it's really a crime prevention, an awareness tool.

15 It's a play that talks about human  
16 trafficking. It talks about a mother looking for her  
17 daughter who has been trafficked. And, it's done through  
18 music and acting. It talks -- it's based on real live  
19 cases, and the feedback from audiences has been just  
20 terrific. It's taken place in -- or I should say the  
21 intended audience, as well, is youth, parents,  
22 grandparents, extended families, teachers, health care  
23 providers, counsellors, hotel owners and staff, and, of  
24 course, the general public as well.

25 It's taken place in British Columbia along

1 the Highway of Tears. There are 21 shows along the  
2 Highway of Tears with approximately 3,500 people who  
3 attended eight shows in the South Peace area with 2,000  
4 students overall. Thirteen shows in the Lower Mainland  
5 Vancouver, with 1,700 people. It was produced at a  
6 conference as well, a Voices Against Violence Conference  
7 in Vancouver. And, upcoming, it will be in Alberta in  
8 predominantly Indigenous communities going across Alberta,  
9 Saskatchewan, starting in November, and then back in B.C.  
10 and Vancouver Island in November as well.

11 **MS. ANNE TURLEY:** And, with respect to the  
12 role that RCMP members would play, you talked about  
13 talkback sessions.

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

15 Right. So, after the play is concluded, a panel of  
16 approximately four people would sit at the front on the  
17 stage and speak to the audience and talk about human  
18 trafficking. So, it's not just RCMP there, but it's also  
19 NGOs and, as well, social services, Victim Services.

20 So, there's the dialogue at the end where  
21 it's not only about human trafficking, but it will go into  
22 other areas of high-risk activity that youth could  
23 participate in as well. So, they're finding that that  
24 dialogue session is really valuable, because now the  
25 audience is opened up after the play has started, and they

1 see what happens in the play, and then the dialogue can  
2 take place afterwards.

3 **MS. ANNE TURLEY:** Chief Commissioner, I  
4 would like to mark the report entitled "Operation Love  
5 Bomb" as the next exhibit.

6 **CHIEF COMMISSIONER MARION BULLER:** Yes.  
7 Exhibit 10 is Operation Love Bomb, Utilizing the Power of  
8 Artists, A Crime Prevention Tool by Corporal Sue Harvey  
9 RCMP, October 12<sup>th</sup>, 2018.

10 **--- Exhibit 10:**

11 "Operation Love Bomb: Utilizing the  
12 Power of Art as a Crime Prevention  
13 Tool," prepared by Corporal Sue  
14 Harvey, High Level RCMP, updated  
15 version October 12, 2018 (nine pages)  
16 Witness: Assistant Commissioner Joanne  
17 Crampton, RCMP  
18 Counsel: Anne Turley, Government of  
19 Canada

20 **MS. ANNE TURLEY:** And, Assistant  
21 Commissioner Crampton, would you consider this Operation  
22 Love Bomb a best practice, a successful program?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
24 Absolutely. I wish we could have it go right across the  
25 country.

1                   **MS. ANNE TURLEY:** If we can turn -- you  
2 spoke about training, that that's one of the  
3 responsibilities of the coordination centre. Can you  
4 speak to the type of training that the RCMP provides?

5                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
6 Yes, I can. So, there is an online course that's  
7 available to all police agencies through the Canadian  
8 Police Knowledge Network. It's approximately a three-hour  
9 course, and so far, as of October, we have had 2,300 RCMP  
10 officers complete that course. The course consists of  
11 knowledge for -- it's specific to police, it's victim-  
12 based, looking at how to investigate what the legislation  
13 is, the signs and what to look for in a trafficker and  
14 what to look for in a victim.

15                   In addition to that, there's also a five-  
16 day course that's provided by the Canadian Police College,  
17 and it's specific to human trafficking. Again, same type  
18 of curriculum, only it looks at case studies as well, and  
19 provides more in-depth knowledge on the investigations of  
20 human trafficking, and is, again, also victim-based or  
21 survivor-based.

22                   **MS. ANNE TURLEY:** And, is there any  
23 training given at the RCMP Training Academy, known as  
24 Depot, to cadets?

25                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**



1 Yes, there is. As part of the requirement for the cadet  
2 training program, the cadets review the law enforcement  
3 video that I referred to that's in the toolkit package,  
4 and there's a discussion on that afterwards.

5 **MS. ANNE TURLEY:** If I can have you look at  
6 Tab 7 of the book of documents? Can you explain what this  
7 is?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
9 So, this is a chapter of our operations manual. It's  
10 entitled, "Human Trafficking". And, this is RCMP policy  
11 with regard to human trafficking. I would have to say  
12 it's out of date, again, as well, in terms of some of the  
13 units that are noted here. They have since changed  
14 titles, which we do often. And, as well, we would need to  
15 update the portion with regard to the Human Trafficking  
16 Coordination Centre. But, overall, this would be  
17 generally our policy. It's still accurate in terms of how  
18 to investigate and how to do a human trafficking case.

19 **MS. ANNE TURLEY:** Chief Commissioner, I  
20 would like to mark the chapter of the operating manual  
21 entitled "Human Trafficking" as the next exhibit.

22 **CHIEF COMMISSIONER MARION BULLER:** Yes.  
23 Exhibit 11 is the Operations Manual, Human Trafficking,  
24 RCMP.

25 --- Exhibit 11:

1 RCMP Operational Manuel Chapter 7.5.  
2 "Human Trafficking," amended version  
3 dated December 19, 2012 (seven pages)  
4 Witness: Assistant Commissioner Joanne  
5 Crampton, RCMP  
6 Counsel: Anne Turley, Government of  
7 Canada

8 **MS. ANNE TURLEY:** Assistant Commissioner  
9 Crampton, in your overview, you talk at pages 15 to 18 of  
10 successful joint projects. If we can turn to that, what  
11 is meant by a joint project?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** A  
13 joint project is when we work with other law enforcement  
14 or other agencies in an investigation. Human trafficking  
15 is one of those type of files where we would often work  
16 jointly with other agencies.

17 **MS. ANNE TURLEY:** And, why is it important  
18 to work or partner with these other organizations or  
19 agencies?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
21 So, completing joint force operations or working jointly  
22 with other agencies allows for a crosspollination of  
23 skills and abilities. It allows for good communication  
24 between different police departments, which is sometimes a  
25 gap, and it helps alleviate and prevent some of those

1 gaps.

2 **MS. ANNE TURLEY:** Now, you have outlined  
3 four different projects here. Are these all the projects  
4 that the RCMP has been involved in with other  
5 organizations?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
7 No, not at all. This would just be a few of them that I  
8 thought were -- might be of interest.

9 **MS. ANNE TURLEY:** Now, in the interest of  
10 time, can I get you to choose perhaps two to just briefly  
11 focus on and give some evidence on?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
13 Certainly. The first one I would mention would be Project  
14 Griffin. This is a joint project between the SPVM, which  
15 is the Montreal City Police, the RCMP, Canada Border  
16 Services, Montreal Regional Police Forces and Homeland  
17 Security in the United States. This is a campaign, or a  
18 project, that happens every year during the Formula One  
19 races that come to Montreal where we, in the past, have  
20 had reports of suspected human trafficking happening  
21 during the Formula One races.

22 So, within Project Griffin, what takes  
23 place now is a media campaign making people aware of  
24 potential for human trafficking happening during the  
25 Formula One. There's also intelligence gathering in terms

1 of open source intelligence, looking at social media,  
2 advertising of young ladies looking to work in the sex  
3 trade, but potentially being trafficked and also, of  
4 course, disruption. So, if there are any files, we target  
5 the Johns, we target the pimps, and enforce when possible.

6 There's an inspection of private jets that  
7 come into Canada during the Project Griffin. And, during  
8 that time and this past year, we made 21 arrests including  
9 17 johns that were looking for under-aged girls.

10 Another project would be Operation Northern  
11 Spotlight. The RCMP has been involved in this since 2015,  
12 and we have co-led with the Ontario Provincial Police on  
13 this for the last two editions. And, this past year, in  
14 2017 -- or I guess I should explain what Northern  
15 Spotlight is. Operation Northern Spotlight is when we  
16 contact sex workers and meet with them to determine  
17 whether they're in an exploitive situation or they're  
18 being trafficked. So we do this in conjunction with NGOs.  
19 Support people come with us. Generally, the support  
20 people also bring a care package of toiletries and things  
21 like that that the sex worker might need. A conversation  
22 is had to ask if they're safe, if they're in an exploitive  
23 situation. And, if they are, support is provided for them  
24 if they choose to leave their situation.

25 Contact is made though that's -- it's

1 provided to -- information is provided to them should they  
2 wish to come back at a later date to leave their  
3 particular situation.

4 So, that, as I mentioned, that project has  
5 been co-led with the Ontario Provincial Police and  
6 ourselves for the last two years. And in 2017, 57 police  
7 agencies from across Canada, including First Nations'  
8 police departments, were involved. And six young ladies,  
9 including two under the age of 18, were removed from  
10 exploitive situations, and a total of 21 charges were laid  
11 against 14 suspects.

12 **MS. ANNE TURLEY:** Now, you referred to 57  
13 police agencies participating in the latest edition of  
14 Northern Spotlight. If I can have you look at Annex B of  
15 your overview at page 26, is this a listing of the  
16 participating police services in October 2017?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
18 Yes, it is.

19 **MS. ANNE TURLEY:** Now, I understand that  
20 there has been some criticism levied against this  
21 operation. Can you explain what that criticism has been  
22 and what the response has been?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So  
24 we've received criticism in British Columbia, Ontario and  
25 here in Newfoundland. And the criticism has been that

1 we're removing sex workers from their trade during the  
2 time that we're speaking to them. They're not able to  
3 work during that time when we're having the conversation  
4 with them. And that we're exposing them in ways that they  
5 wouldn't normally be exposed. They're being -- they're  
6 speaking to police and could be at risk for doing so.

7 Because I think a lot of the issue is that  
8 sometimes people don't understand exactly what we're  
9 doing, the meetings do take place in a safe space. It's  
10 away from public eye. It's in a private space. It would  
11 never be on a street. We're not approaching people on a  
12 street at all. And so what's happened in British  
13 Columbia, Ontario and British -- or sorry, in  
14 Newfoundland, is that we've had meetings with the NGOs  
15 that have had concerns about this project and they've come  
16 to resolution in each one of the provinces in a different  
17 way. Each province has made their own decisions as to how  
18 they're going to move ahead with the project or not move  
19 ahead with the project.

20 **MS. ANNE TURLEY:** I'm going to ask you now  
21 to turn to addressing challenges and gaps. And I know  
22 throughout your testimony so far you have alluded to some  
23 challenges and gaps and referred to the Coordination  
24 Centre and what's it do -- what it is doing to try and to  
25 address them. Can you speak to some of the challenges and

1 gaps that you see in human trafficking and what can be  
2 done or should be done to address them?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 Certainly. I would say the biggest is data collection and  
5 having better information as to what our true picture of  
6 human trafficking really is in Canada. It's difficult to  
7 speak about something that we know is an issue when we  
8 don't have the data to support it.

9 I've mentioned that earlier that some of it  
10 is due to the clandestine nature; actually, a lot of it is  
11 due to that. So, there's a lot of underreporting from  
12 victims, which causes a gap in analysis, a gap in data.  
13 And so there's some things we've been doing to try and  
14 alleviate that. One of them is to work with the Ontario  
15 Ministry of Attorney General in -- to receive information  
16 from the court system in Ontario where we do have the most  
17 traffickers or the most incidents of human trafficking,  
18 and to obtain data from the courts as to who has been --  
19 come through the court system, who was charged, what  
20 happened with the charges, and who -- I guess the data  
21 just from the Ontario courts in general.

22 Of course, the limitation is that we're not  
23 receiving the data from the victim. We're receiving the  
24 offender data. So, although we're seeing who's being  
25 charged and who's being convicted, we're not necessarily

1 seeing the ongoing investigations and we won't see  
2 investigations that aren't human trafficking specific.

3 As I mentioned before, you lay a charge of  
4 assault on a case where it's actually a human trafficking  
5 file and there's a gap right there in that we don't know  
6 that that was a human trafficking file where an assault  
7 charge was laid at the end of the day.

8 Another ---

9 **MS. ANNE TURLEY:** If I can just stop you  
10 there.

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

12 Oh, sorry.

13 **MS. ANNE TURLEY:** You spoke about  
14 underreporting by victims. In terms of that feeding into  
15 insufficient data, how can underreporting of victims be  
16 addressed?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
18 really think it's -- a lot of it's through education. We  
19 really need to deliver our messaging, to talk about human  
20 trafficking, and for people to understand what human  
21 trafficking really is. A lot of women who are in an  
22 exploitive situation do not recognise that they're in an  
23 exploitive situation. So that's where the education needs  
24 to take place.

25 Oftentimes in the cycle of human



1 trafficking someone is lured in by gifts, by kindness.  
2 They trust that person. They love the person. They refer  
3 to them as their partner or boyfriend and that trust is  
4 maintained even once they start to be sexually exploited.  
5 From there they don't realise that the relationship has  
6 changed, and so they stay there, not recognising that they  
7 are being trafficked. So, a lot of that is education.

8 **MS. ANNE TURLEY:** And you referred to an  
9 agreement you had with the Ontario court system to get  
10 information on offenders.

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
12 Right.

13 **MS. ANNE TURLEY:** Do you have similar  
14 agreements with other provinces and territories?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
16 Not yet, but that'll be the goal going forward is to  
17 approach other provinces to receive that information as  
18 well.

19 **MS. ANNE TURLEY:** And any other -- I  
20 believe on page 20 of your overviews you speak about an  
21 agreement reached with the Canadian Criminal Real Time  
22 Investigation [*sic*] Services.

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
24 That's correct.

25 **MS. ANNE TURLEY:** How does that help data

1 collection?

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So  
3 the Real Time Identification Services is a service  
4 provided by the RCMP. It's the area that collects  
5 fingerprints from across the country. So, all police  
6 agencies who submit fingerprints will end up -- those  
7 fingerprints will go to this unit.

8 The unit has agreed to provide the Human  
9 Trafficking Coordination Centre with quarterly statistics  
10 with regard to convictions and dispositions of accused who  
11 have been charged with human trafficking, or where the  
12 charge has been changed to something else after  
13 conviction, and as well the disposition.

14 So that will be, again, it'll be offender-  
15 focused, but it will provide us more statistics hopefully  
16 in that area.

17 **MS. ANNE TURLEY:** So in terms of getting  
18 more data with respect to victims and the type of  
19 vulnerable populations, how can we advance in that  
20 respect?

21 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So  
22 one of the areas that we have as a gap is the lack of  
23 reporting from across the country. So we do have --  
24 reporting currently is based on relationships really with  
25 different police departments. We have great reporting

1 from some police departments and not from others. So,  
2 when we look at statistical data, we're, again, looking at  
3 convictions, looking at offenders, but we don't  
4 necessarily know the files that are ongoing. We don't  
5 know what's being investigated right now, because there's  
6 no mandated reporting by police agencies to the Human  
7 Trafficking Coordination Centre.

8 If we had better reporting, better  
9 coordination in that manner, we would have a better  
10 picture and then be more able to track files as they move  
11 from jurisdiction to jurisdiction as well. So that would  
12 be a great help if all agencies were reporting.

13 **MS. ANNE TURLEY:** So in a sense you need  
14 more buy-in from other agencies.

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
16 Yes, we do.

17 **MS. ANNE TURLEY:** You mentioned earlier in  
18 your testimony about a hotline. And can you address that  
19 and how it fits in to try and fix some of these  
20 challenges?

21 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So  
22 Public Safety Canada had put forward to have a hotline put  
23 in place in Canada as part of their strategy. And  
24 currently Canada has no hotline or no central reporting  
25 for human trafficking. Unfortunately, some of our victims

1 are actually calling the United States, who do have a  
2 hotline for human trafficking, but we -- once they do call  
3 the United States, the Human Trafficking Coordination  
4 Centre receives those calls and that information and it's  
5 disseminated to the police of jurisdiction.

6 So, going forward, Public Safety Canada had  
7 a proposal for the hotline, which is now closed. I'm not  
8 aware of any group yet being awarded the contract for the  
9 hotline, but I'm expecting we'll hear from that soon. And  
10 the hotline will be available to victims, witnesses. You  
11 can email, text, phone, all different ways of  
12 communication with the hotline. And that hotline will  
13 hopefully provide us data that we currently don't have of  
14 people calling in, because this will be a one point of  
15 contact for the topic of human trafficking across Canada.

16 **MS. ANNE TURLEY:** And are you aware of any  
17 other countries that do have national hotlines other than  
18 the U.S.?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
20 The UK does and I can't think of any right off the top of  
21 my head. I know that there's a few that do have these  
22 hotlines, and they find great success in them.

23 **MS. ANNE TURLEY:** In terms of the posters  
24 that you had for the "I'm not for sale" campaign, on those  
25 posters, I note that Crime Stoppers is listed as the

1 number to call. Do I take it that when the hotline is up  
2 and running, these posters will be refurbished, and the  
3 hotline will be listed on them?

4 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

5 That's correct. As well, the toolkits will be refurbished  
6 at that time. We've talked about refurbishing them  
7 sooner, but I think it would be best to wait, because we  
8 know the hotline is coming in effect.

9 **MS. ANNE TURLEY:** Now, you also spoke about  
10 the fact that the *Criminal Code* offenses, human  
11 trafficking specific, are under utilized.

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

13 Yes.

14 **MS. ANNE TURLEY:** So, in terms of  
15 challenges or gaps, what can you speak about?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

17 So, I think that's another area of education that we need  
18 to continue to pursue. Currently, even though the  
19 legislation has been in place since 2005, it's very  
20 underutilized, and not only police but also prosecutors  
21 are not always comfortable with the legislation. When you  
22 don't use legislation on a regular basis, it can be  
23 challenging. So, that is a definite gap and that we have  
24 a lack of knowledge in both law enforcement, and  
25 prosecutor, and judiciary.

1                   As a result of that, the talk that I gave  
2 this summer to the International Society for Reform of  
3 Criminal Law was a starting point in terms of educating  
4 law enforcement and the legal society. And, when I was at  
5 that conference, they asked if I would return next year to  
6 speak at the judge's conference next year in Canada. So,  
7 that's a great opportunity. And so, any opportunities we  
8 see like that, we try and take, that we can provide  
9 education to various groups. But, I do think that's one  
10 of -- should be one of our target audiences going forward  
11 as well.

12                   **MS. ANNE TURLEY:** And, finally, you speak  
13 in the overview about jurisdictional constraints. Can you  
14 briefly address that?

15                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
16 Certainly. So, human trafficking files can move from  
17 jurisdiction to jurisdiction very quickly. The  
18 traffickers often move the victims from community to  
19 community, province to province. Obviously, it can be  
20 international as well, but in Canada, that's one of our  
21 biggest issues, is province to province or community to  
22 community.

23                   So, when an investigation starts in one  
24 particular community, and the victim and suspect move to  
25 another community, it's very difficult for police of

1 jurisdiction to continue that investigation sometimes when  
2 people are continually moving and now crossing into other  
3 police jurisdictions. It takes good coordination. That's  
4 where the Human Trafficking Coordination Centre attempts  
5 to keep coordination of those files, so when people do  
6 move from jurisdiction to jurisdiction, we are able to  
7 provide that information to the police of the particular  
8 jurisdiction. However, it is a challenge for prosecutors.  
9 It's a challenge for the courts, and of course, a  
10 challenge for the police.

11 **MS. ANNE TURLEY:** So, I know that -- I  
12 think we're coming up to the end of our time, if we  
13 haven't ended already, but I'll just end with asking you,  
14 having taken over human trafficking in the past year and a  
15 half, what is your hope going forward in terms of raising  
16 awareness and tackling the topic of human trafficking?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
18 think we -- you know, we've done some great work with the  
19 toolkits, and we've got information out there, but it's  
20 clear that we still have underreporting. So, we have a  
21 lot more work to do in terms of education, raising that  
22 awareness, and I'm hoping that some of the recommendations  
23 that would come out of the Inquiry could help with that.  
24 We always need innovative ways to create that awareness  
25 and raise it.

1                   **MS. ANNE TURLEY:** Thank you. Those are my  
2 questions.

3                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
4 Thank you.

5                   **MS. MEREDITH PORTER:** Thank you, Assistant  
6 Commissioner Crampton, and thank you, Ms. Turley.

7                   Chief Commissioner and Commissioners, I  
8 note the time is now 10:20. We are scheduled for a  
9 morning break, and I would like to seek your direction on  
10 whether or not you would like to take that break at this  
11 time, and for how long you would like to break.

12                   **CHIEF COMMISSIONER MARION BULLER:** Let's  
13 take 15 minutes, please.

14                   **MS. MEREDITH PORTER:** Okay, thank you very  
15 much. Prior to going to our break, I would like to remind  
16 the parties and members of the public that have come here  
17 to watch that we -- part of our practice direction and  
18 rules of procedure prevent the discussion of any of the  
19 details of the evidence of any of the witnesses during the  
20 break. So, I would like to request that you refrain from  
21 speaking about any of the details of Commissioner  
22 Crampton's testimony. Certainly, happy to introduce  
23 yourselves, share some friendly words with the Assistant  
24 Commissioner, but please refrain from speaking about any  
25 of the witness' testimony. Thank you.



1 --- Upon recessing at 10:20 a.m.

2 --- Upon resuming at 10:43 a.m.

3 **MS. MEREDITH PORTER:** Thank you. Could I  
4 just ask that the parties with standing and members of the  
5 public take their seats? And, just a reminder to ensure  
6 that if you had turned your cell phone ringer back on  
7 during the break, if you could silence it once again  
8 before we begin?

9 The next witness we will be hearing from is  
10 Inspector Tina Chalk with the Ontario Provincial Police.  
11 And, as mentioned previously, counsel that will be leading  
12 the evidence of the witness is Mr. Julian Roy with the  
13 Government of Ontario. If I could ask the Registrar to  
14 swear in the witness, please?

15 **MR. BRYAN ZANDBERG:** Yes. Good morning,  
16 Inspector Tina Chalk. Do you swear to tell the truth, the  
17 whole truth, and nothing but the truth, so help you God?

18 **INSPECTOR TINA CHALK:** I do.

19 **INSPECTOR TINA CHALK, SWORN**

20 **MR. BRYAN ZANDBERG:** Thank you.

21 **--- EXAMINATION IN-CHIEF BY MR. JULIAN ROY:**

22 **MR. JULIAN ROY:** Good morning, Chief  
23 Commissioner, Commissioners. May I proceed? Thank you.

24 I'd first like to acknowledge the territory  
25 that we're on, the traditional items, the elders that are

1 here in the room, and families and survivors who are  
2 present and watching over the webcast. I'm also grateful  
3 for the opportunity to call witnesses on behalf of  
4 Ontario. Thank you very much, Commissioners, for that  
5 opportunity, and also for the indulgence in being  
6 permitted to lead the evidence.

7 So, if we can proceed with what we have to  
8 do today. I want to start, Inspector Chalk. So, I am  
9 going to refer to you as Inspector Chalk. Are you okay  
10 with other counsel calling you Tina?

11 **INSPECTOR TINA CHALK:** Absolutely. Thank  
12 you.

13 **MR. JULIAN ROY:** Okay, good. And, am I  
14 being heard okay on the mic? Okay, thank you.

15 I'd like you to start, please, if you could  
16 give the Commissioners some of your background in  
17 policing, just so that they have an idea of where you come  
18 from and what perspective you bring to your evidence  
19 today?

20 **INSPECTOR TINA CHALK:** Thank you. First, I  
21 would like to thank the Commissioners and those with  
22 standing, the elders and the families for giving me the  
23 opportunity to speak about this most difficult topic.

24 So, for my background, I have been a police  
25 officer for 22 years with the Ontario Provincial Police,

1 and the majority of my work has been in criminal  
2 investigations. So, those include the type of crimes like  
3 homicide and attempted murder, sexual assaults, child  
4 sexual assaults, child deaths, criminal harassment,  
5 domestic violence, and missing person type investigations.

6 So, I've moved throughout the ranks as a  
7 detective, detective staff sergeant and detective  
8 constable to the point where I am now as an inspector.  
9 And, at one point in my career, I was abuse coordinator,  
10 and what that is, is I oversaw 14 detachments in Central  
11 Region of the Ontario Provincial Police, which I will  
12 commonly refer to as the OPP. So, I was responsible for  
13 the excellence in investigations of sexual assaults, as  
14 well as domestic violence for those areas, and a lot of  
15 the training in respect to that.

16 My last role was in the Criminal  
17 Investigation Branch with the OPP. And, one of my major  
18 cases that I was holding at that point was the  
19 investigation into a large child sexual imagery global  
20 investigation. So, most of my roles and my passions have  
21 always been along the people crime type of offenses as  
22 opposed to property crimes, and that has really led my  
23 career to where I am today.

24 **MR. JULIAN ROY:** Okay. So, of your 22  
25 years in policing, how much of it has been in a frontline

1 capacity as opposed to management?

2 **INSPECTOR TINA CHALK:** So, really, until my  
3 role as an inspector, it has all been dealing in frontline  
4 detachment-level policing.

5 **MR. JULIAN ROY:** Okay, thank you. All  
6 right. If you could tell us, then, please, after that  
7 background, what your current role and responsibilities  
8 are, please?

9 **INSPECTOR TINA CHALK:** Thank you. So, I  
10 was promoted to inspector in May 2017, and I was asked to  
11 take on the unit that I have now. So, that's the Counter  
12 Exploitation and Missing Person Unit with the OPP. So,  
13 within that, there's three sections. So, I'm the lead for  
14 these three different sections, and one of them is the  
15 Child Sexual Exploitation Unit. In Ontario, we have a  
16 provincial strategy as well, and that is to protect  
17 children from sexual abuse and exploitation on the  
18 internet, and that involves 26 of our municipal policing  
19 partners as well. And then the other unit is the Missing  
20 Persons and Unidentified Bodies Unit, and the Ontario  
21 Centre. And then the third unit, what we're really here  
22 to talk about today, is the Anti-Human Trafficking  
23 Investigations Coordination Team, and there's also a  
24 provincial strategy as well to end human trafficking with  
25 that, and that involves 35 policing partners, and 9 of

1 those are the self-administered First Nations Police  
2 Services.

3 **MR. JULIAN ROY:** Okay. The 35 policing  
4 partners that you described, are those police services?

5 **INSPECTOR TINA CHALK:** They are.

6 **MR. JULIAN ROY:** Okay. And, they are all  
7 part of this provincial strategy that you're discussing?

8 **INSPECTOR TINA CHALK:** That's correct.

9 **MR. JULIAN ROY:** Okay. In terms of what  
10 staff you have that you supervise in this role that you  
11 have right now, are you able to give the Commission a  
12 little bit of an idea of what's involved in that?

13 **INSPECTOR TINA CHALK:** Yes. So, my day-to-  
14 day type of work is the leading of these three units. So,  
15 within the units, they all have staff sergeants, they have  
16 detectives, they have sergeants, they have civilian  
17 members, so they do that day-to-day management. My role  
18 is really to lead them, ensure we're reaching our goals,  
19 ensure that the resources that I require, that I obtain.  
20 We sit down and we speak about the cases, because with the  
21 Ontario Provincial Police, detectives have a generalist  
22 type of model. So, detectives at a detachment investigate  
23 a variety of different things, so we act as subject matter  
24 experts to those officers and assist them with their human  
25 trafficking investigations. And, my role is really to

1 assess the risk, ensure that we are doing things  
2 proactively and reactively properly, and awareness and  
3 education as well.

4 **MR. JULIAN ROY:** Okay. All right. So, I'm  
5 wondering if we could via -- Commissioners, you have a  
6 document book in front of you with the OPP crest.  
7 Documents 1 and 2 in that volume are the bio and CV for  
8 Inspector Chalk, I'm wondering if they could be made  
9 exhibits, please.

10 I know the CV is document H, for counsel  
11 who are following along. It's Tab 2 for you,  
12 Commissioners, and Tab 1 is the bio.

13 **CHIEF COMMISSIONER MARION BULLER:** We'll do  
14 them separately. So, the bio of Inspector Tina Chalk,  
15 which we have at Tab 1, will be Exhibit 12. And then the  
16 CV for Inspector Chalk, that we have at 2, will be Exhibit  
17 13.

18 **--- Exhibit 12:**

19 Bio of Inspector Tina Chalk (one page)  
20 Witness: Inspector Tina Chalk, Ontario  
21 Provincial Police  
22 Counsel: Julian Roy, Government of Ontario

23 **--- Exhibit 13:**

24 CV of Inspector Tina Chalk (six pages)  
25 Witness: Inspector Tina Chalk, Ontario

1 Provincial Police  
2 Counsel: Julian Roy, Government of  
3 Ontario

4 **MR. JULIAN ROY:** Thank you. I'm also  
5 showing you, Inspector Chalk, a document. It's at Tab 5  
6 for the Commissioners. And, it's document A for counsel.  
7 Can you tell us what this document is, please?

8 **INSPECTOR TINA CHALK:** Thank you. It's  
9 titled "Human Trafficking in 2018." I assisted with the  
10 preparation of that, which is a landscape of human  
11 trafficking.

12 **MR. JULIAN ROY:** Okay. And so, does this  
13 amount to a summary of your evidence today?

14 **INSPECTOR TINA CHALK:** Correct.

15 **MR. JULIAN ROY:** Okay. And, were you  
16 involved in the preparation of this?

17 **INSPECTOR TINA CHALK:** I was.

18 **MR. JULIAN ROY:** Okay. And, is it  
19 accurate?

20 **INSPECTOR TINA CHALK:** Yes.

21 **MR. JULIAN ROY:** Okay. Could this be made  
22 the next exhibit, please, Chief Commissioner?

23 **CHIEF COMMISSIONER MARION BULLER:**  
24 Certainly. Exhibit 14 is the document entitled the Human  
25 Trafficking in 2018, Current Policing Landscape by

1 Inspector Chalk. Thank you.

2 **--- Exhibit 14:**

3 "Human Trafficking in 2018 - Current  
4 Policing Landscape" (20 pages)  
5 Witness: Inspector Tina Chalk, Ontario  
6 Provincial Police  
7 Counsel: Julian Roy, Government of  
8 Ontario

9 **MR. JULIAN ROY:** All right. So, we're  
10 going to be talking about some of the dynamics involved in  
11 human trafficking and how the OPP is responding to that.  
12 But, before we get there, I'd like to give -- I'd like you  
13 to give us a little bit of context for how a police --  
14 their emerging understanding of this offence. Are you  
15 able to help the Commissioners with that?

16 **INSPECTOR TINA CHALK:** Yes. I can speak to  
17 the OPP and our understanding of human trafficking, and  
18 how really it has taken some time and even to the point of  
19 now truly having a strong understanding of that, that it's  
20 a growth in progress. As you heard, in 2005 is when the  
21 laws changed. We really started to look at that around  
22 2008. And, we have a very large province with almost  
23 around 6,000 officers, and the awareness piece was  
24 happening, but very *ad hoc*, somewhat all over the  
25 province, here and here, people were doing different



1 things, but not everyone knew what everyone else was  
2 doing. There was duplicity. No one was really the  
3 controller of the information to some extent. So, we  
4 needed to work on that and recognize that we needed some  
5 collaboration. And, a lot of good officers doing a lot of  
6 good work, but really unorganized, quite frankly.

7 So, one of the things that I could say from  
8 personal experience, to put this a little bit in context  
9 about awareness and the importance of police understanding  
10 human trafficking, is, I can say, through all of the cases  
11 and the different incidents I've dealt with over the  
12 years, and I've investigated and supervised many --  
13 numerous sexual assaults. I'm sure, likely, at some  
14 point, I've probably missed human trafficking. Because I  
15 didn't have that awareness, I very likely charged someone  
16 with sexual assault-type offences, but didn't realize that  
17 human trafficking was there, possibly -- probably because  
18 I didn't ask the victim and they didn't tell me, and  
19 that's not their responsibility to do that. That's the  
20 police to understand that and ask the right questions.

21 So, without having that really strong  
22 awareness at the time, I can say, and I've spoken to many  
23 of my colleagues, that they think the same thing, we've  
24 probably missed it. So, hence the reason why I'm so  
25 driven to make sure awareness is important for police and

1 otherwise. And, the same with labour trafficking. I can  
2 think of a couple of major marijuana grow operations that  
3 I had been in and I had seen workers, and I can remember  
4 them now, and mattresses and some of the food they were  
5 eating, the schedules and the type of thing that I now  
6 know to be possible indicators, but I didn't see that. I  
7 saw them as people who were assisting in the grow of  
8 marijuana.

9 So, those two experiences that I think  
10 about now being more informed and understanding it, I  
11 really look back and don't want that to happen to other  
12 officers. So, we're really driven to develop the proper  
13 training and ensure that there's a broad understanding.

14 **MR. JULIAN ROY:** Okay. Is it that the  
15 police have, the OPP, they have now arrived at perfect  
16 awareness and understanding or is this a work in progress?

17 **INSPECTOR TINA CHALK:** Absolutely not. We  
18 have so much growth to do. We're a new unit. So, as I  
19 said -- or I may not have said. I started this role in  
20 May of 2017, and this unit, we were granted funding in --  
21 really when I got there, they said, "You can build this  
22 unit." So, it's taken about a year to build the unit, to  
23 do the hiring processes and to build the strategy piece  
24 with contracts, because there's funding involved in that  
25 as well.

1                   So, really, since May of 2018 have we been  
2 operational.

3                   **MR. JULIAN ROY:** Okay.

4                   **INSPECTOR TINA CHALK:** And, that is really  
5 an issue in the past, that there's been a lot of training  
6 that's gone on, but the whole operational piece has been  
7 missing.

8                   **MR. JULIAN ROY:** All right. Let's move on  
9 to another area. I want to ask you about the dynamics of  
10 human trafficking in 2018 and the challenges that this  
11 presents for a police service to try to identify cases, to  
12 address these cases, to bring them -- the offenders to  
13 justice. Are you able to help us with some of those  
14 dynamics?

15                   **INSPECTOR TINA CHALK:** Yes. So, there are  
16 a multitude of challenges. And, I gave you my background  
17 on my experience with criminal investigations, and I will  
18 undoubtedly say this is the most challenging that I know  
19 of or have been involved in for sure. And, if you think  
20 it's challenging for the police, you can only imagine how  
21 challenging it is for a victim or a survivor of this.

22                   So, some of the issues that I'll speak  
23 about is, one, a cross-jurisdictional issue, which has  
24 been touched on, but it is a big problem with police, as  
25 we have seen in the past, and we're alive to that, which

1 is good to this point. But, you could have, for example,  
2 someone lured from a community like Whitedog, then go to  
3 Kenora, which is OPP level, then you would go to maybe  
4 Thunder Bay to be trafficked, where now it's a municipal  
5 police service, and end up maybe in Toronto Police,  
6 another municipal police service. So, you might have four  
7 or five police services that now have to ensure that they  
8 coordinate and collaborate and talk and ensure they share  
9 that information. And, now you're dealing with three or  
10 four possible courts, and now you have three or four  
11 possible Crowns. So, all of these cases need to be led by  
12 someone, they need to be organized, all the witness  
13 information and evidenced has to be put together. So, you  
14 can imagine how this can become challenging to ensure that  
15 police get this right.

16 Another one, which is very sad, is the  
17 lucrative nature of human trafficking. So, unfortunately,  
18 offenders are recognizing how much money you can make in  
19 this terrible type of crime. So, one way to describe  
20 this, which has been described to me and really hit home,  
21 so I could really get a sense of it, is if you're a gun  
22 trafficker for example, and you are selling a gun, you  
23 have one gun to sell. When you sell that gun, the gun is  
24 now gone. Now, you have to get another gun. So, whether  
25 you have to do break and enter, you have to steal it, you

1 have to obtain another illegal gun. And, there's risk to  
2 doing that.

3 But, when you're human trafficking and you  
4 have the control and the trauma and all of the issues that  
5 survivors and victims suffer, you have a person to sell  
6 that you've controlled, and you can sell that person over  
7 and over and over, 10, 15 times a day to the next day, to  
8 the next day and the next day.

9 So, you could imagine, unfortunately, the  
10 funds that can be made through that, with really needing  
11 to ensure that they're relatively healthy. Other than  
12 that, there's not a lot of risk, because the risk is the  
13 person you're controlling, which they're very good at  
14 doing that and it's very difficult for victims. So, it  
15 unfortunately is one of those crimes that they're  
16 recognizing how lucrative it can be, and then if you have  
17 more than one victim and then another one, you can imagine  
18 how more profitable it can be with really less risk.

19 The next area is the internet, which you've  
20 heard about the type of investigations that I deal with,  
21 with child exploitation as well, and the internet is a  
22 huge problem. And, how this is unfortunately a good  
23 business practice, again for traffickers, because they can  
24 enter any one of our children's bedrooms at a minute's  
25 notice without entering your home. Having the internet

1 available, like I'm sure everyone here has a youth or a  
2 child who has whether it's a cell phone or some Wi-Fi  
3 access of some kind, some device, all day they can sit in  
4 their home and scrape the internet and look for people,  
5 look for vulnerable people who will answer their call.

6 So, they may go to public places, and care  
7 facilities, and things like that where they know children  
8 will be. But, the demand for sex for children is so high  
9 that all they have to do is keep scraping and find someone  
10 they can lure in.

11 So, they will do things like kids,  
12 unfortunately, they put their lives on the internet  
13 without the privacy issues. As much as we try to police  
14 that as parents and as police, it's difficult. They'll  
15 put pictures of themselves, many. The more likes you get  
16 the better. So, sometimes the more explicit you are on  
17 the internet with your photos, et cetera, makes it worse.

18 And so, what they'll do is you can imagine  
19 if you are in an isolated community, if you're facing  
20 poverty, it's just like this, and you started to say that  
21 on the internet. "I hate where I live", "I have no  
22 money", "I'm in a bedroom with my two sisters", "I just  
23 want to get out of here", "My boyfriend broke up with me",  
24 this kind of thing. Well, what a great opportunity for  
25 someone to lure in and say, "Well, I can fix that. I can

1 meet those needs. I'll give you money. You're beautiful.  
2 You should come to this larger town. It's much better.  
3 Get out of where you live," this type of thing. So, they  
4 have the opportunity to do that so many times a day  
5 without really leaving their home. So, again, that's  
6 another issue of making it lucrative and easier to find  
7 people.

8                   And then there's the issue of low  
9 visibility. So, where these things happen are not  
10 generally where police are invited. So, such as things  
11 like vacation rentals and motels. So, it's really -- I  
12 think it was said this morning about being hidden but in  
13 plain sight is a common term, and that is an excellent  
14 description of a challenge that we have, because it isn't  
15 necessarily in our face like that.

16                   And then the awareness piece which has been  
17 spoken to. The awareness piece is low, in my opinion.  
18 People in this type of avenue understand it, but in  
19 general, I think it's low. And, it's low for the police,  
20 community and for victims, and that's the police and  
21 community's responsibility to ensure that we bring up that  
22 awareness pieces.

23                   And, victim vulnerabilities, one thing that  
24 I always remember is our Deputy Commissioner had said to  
25 me when I started this job that it really didn't matter

1       how many charges I present to him; it's how many people  
2       that we can turn their lives around. So, that whole  
3       analogy of cultural change for police is, "don't worry  
4       about the case, you need to worry about the person first  
5       and fix that as much as you can. Get them the resources  
6       and everything they need to survive, and then you can move  
7       on to the case."

8                       So, some of the vulnerabilities that exist,  
9       and I'm sure everyone here will agree with me, to a high  
10      propensity for those Indigenous women and girls for sure,  
11      and other Canadians. So, one is poverty. So, as I just  
12      explained, if you're living in poverty when a trafficker  
13      offers you all these great things, it's such an amazing  
14      lure, and it is a vulnerability.

15                      Isolation is another one. So, if you have  
16      to leave your community to go to a medical appointment, or  
17      to school, or other reasons, and you get into a community  
18      that you're not used to, and I remember a survivor at one  
19      of our investigations, she had said when she got to  
20      Toronto, she sat on a curb and within minutes, two or  
21      three traffickers had approached her. And then, of  
22      course, it became a sad investigation from there. But,  
23      it's so easy to identify that you're new in town, you  
24      know, depending on how you're carrying yourself. Your  
25      head's down, you don't look like you know where you are,



1 all those things. So, when you're leaving that isolation  
2 to somewhere else, you become vulnerable.

3 Addictions to drug and alcohol make you  
4 vulnerable. You may have them prior to anti-human  
5 trafficking, or you may have them as a result of an  
6 element of control. If a trafficker can get you addicted  
7 to some kind of control, then they can utilize that as a  
8 lure to make you stay, really, to keep paying that drug  
9 debt off.

10 And then it may come down to simple  
11 survival needs, having a roof over your head, having food,  
12 being able to feed your children. Those are issues.  
13 People, unfortunately, are more vulnerable when they have  
14 those issues. Mental health issues, what we're talking  
15 about this week, past sexual abuse issues, make you more  
16 vulnerable to that. When this has happened to you in your  
17 life in maybe a different way, you become more vulnerable  
18 to it.

19 The stigma of a small community, I can say  
20 the one thing as I learn more about Indigenous  
21 communities, what I love personally is that whole family  
22 community feel. That is not necessarily alive in a lot of  
23 non-Indigenous communities. But, on the other hand, that  
24 could be a stigma, because if you are a young girl and  
25 you've left, say, for school, you experienced the

1           unfortunate disaster of human trafficking and you come  
2           back to your community, you may not want to tell anyone,  
3           because you know everyone there will know. And then it  
4           starts into the resources that aren't necessarily there,  
5           and then you have to leave again, and all the problems  
6           which I'm sure you've heard already in the commission.  
7           So, that creates an issue, and we have to, as a community,  
8           remove that stigma.

9                       **MR. JULIAN ROY:** So, those are some of the  
10           vulnerabilities. What about racism as a vulnerability,  
11           creating vulnerability for Indigenous women and girls?

12                      **INSPECTOR TINA CHALK:** Absolutely. Some of  
13           the things is how you feel inside as well. And, if you  
14           have been -- had racism against you, you're more  
15           vulnerable. You may be more apt to take on some of these  
16           false hopes that someone gives you and the way someone  
17           looks at you. You may think you're looking -- you're  
18           being looked at less. That's a vulnerability for sure.

19                      **MR. JULIAN ROY:** Okay. Would you continue  
20           with the other challenges that you see as a frontline  
21           officer?

22                      **INSPECTOR TINA CHALK:** Thank you. And, a  
23           huge one is the need for long-term supports. This is the  
24           type of offence where survivors need a lot of care, and  
25           police are only resource and knowledge-based enough for

1 some things. We're not counsellors. We don't have the  
2 capacity through our education and otherwise a lot of the  
3 times to deal with these things. So that's where the  
4 community piece has to come, and these are long-term  
5 issues.

6 So, a survivor once said to me, and I  
7 always remember it, she said, "You know, you need to fix  
8 these needs or a trafficker will," and it really hit home.  
9 So, that's our job as police and community to make sure  
10 all these things I'm talking about now, that we can fix  
11 those in order for that vulnerability not to be there.

12 The complex nature of these investigations.  
13 So, quite often when we enter into investigations and we  
14 earn the trust of a victim, and of course they want to  
15 help you. They want to tell you about other victims. So,  
16 once you get to that point where that rapport is built,  
17 then they may tell you about someone else.

18 So, now you have several victims. You  
19 might have several traffickers. Everyone has a device, as  
20 I said, whether it's a cell phone, computer, iPad. Now  
21 you have to enter those devices. Some of them are locked  
22 because of the different phone companies. So, now we have  
23 to send that somewhere else to get that done. It's  
24 expensive. We do it, but it's expensive, and it takes  
25 time. And, all the evidence now that we have to go

1 through, that's only one challenge, but these cases become  
2 very, very large quickly.

3 And then statistics has been spoken to  
4 already, and I'll get into that a little bit further, but  
5 we don't have a fair understanding of this in Indigenous  
6 communities and otherwise in Ontario for sure.

7 **MR. JULIAN ROY:** Okay. All right. So,  
8 those are some of the challenges. I'm sure there's more,  
9 and I'm sure counsel may have questions and parties may  
10 have questions for you about that, but I want to now move  
11 on to another area.

12 You will appreciate, of course, that the  
13 spirit of this process is for us to acknowledge where we  
14 need to do better, where we haven't been good enough, and  
15 we need to explain ourselves, and we need to explain to  
16 communities what we plan to do, to do better. Do you  
17 appreciate that?

18 **INSPECTOR TINA CHALK:** I do. Absolutely.

19 **MR. JULIAN ROY:** Okay. And, it's in that  
20 spirit that my next set of questions come from; okay?

21 **INSPECTOR TINA CHALK:** Thank you.

22 **MR. JULIAN ROY:** All right. So, I want to  
23 talk to you about gaps that the OPP has today, and what  
24 the responses are to those gaps, what you are trying to do  
25 to address those kinds of failings that exist today; all

1 right?

2 **INSPECTOR TINA CHALK:** Yes.

3 **MR. JULIAN ROY:** Okay. So, the first gap  
4 that I want to talk to you about is about coordination.  
5 Does the OPP have a gap today in terms of its level of  
6 coordination to address human trafficking?

7 **INSPECTOR TINA CHALK:** We do.

8 **MR. JULIAN ROY:** Okay. Can you elaborate  
9 on that, please?

10 **INSPECTOR TINA CHALK:** So, we definitely  
11 do, and as I had said earlier about this *ad hoc* nature of  
12 how we are trying to address this, lots of good people in  
13 lots of different areas, but it wasn't coordinated. So,  
14 an attempt to bridge that barrier is really this team and  
15 the provincial strategy, because we know that police need  
16 to speak together, that we have linkings when it comes to  
17 victims and offenders, and we have to make sure that we're  
18 working consistently together.

19 And, examples of the type of things we  
20 might do is we have a joint email system where if someone  
21 goes missing, for example, we would send that photo around  
22 to all of the provincial partners so that they would be  
23 looking for that person. So, if there's a potential that  
24 they have been human trafficked, every one of those  
25 investigators within that strategy will have that

1 photograph and they, too, will be looking with -- for  
2 them. So, it's not just the one police service, for  
3 example. So, this is the type of coordination that we  
4 need to have.

5 Doing investigations together, like I spoke  
6 about earlier, I'm making sure that we are talking.  
7 Sharing resources. So, when we put out some type of  
8 educational resource, we should share that with one  
9 another and make sure, it doesn't matter that it has the  
10 OPP flash or the Toronto Police, or otherwise, that we  
11 have to share all that information with one another.

12 So, the team is really to coordinate  
13 ourselves in the OPP, which is very important, but it's  
14 also to coordinate the province and ensure that we're  
15 working well together. And, the team has -- our team has  
16 a -- myself, as the lead; a detective staff sergeant; a  
17 detective sergeant; two detective constables; an analyst,  
18 which is very important to recognize trends; as well as an  
19 internet specialist; and, two forensic specialists who  
20 look through all those devices that I mentioned; and then  
21 an administrative assistant.

22 **MR. JULIAN ROY:** Okay. Do you do any kind  
23 of weekly review of cases across the province just to make  
24 sure things aren't missed and make sure things are  
25 coordinated properly?

1                   **INSPECTOR TINA CHALK:** We do. So, one of  
2 the initiatives since I had taken on the Missing Persons  
3 section as well, is we have a lot of data, which is owned  
4 by the RCMP, that we go through and we have access to, but  
5 we really needed to use it in a proactive way. So, this  
6 is where we get into the use of computers to help us.  
7 They harm us sometimes, but help in another way.

8                   So, what we do is a weekly analysis. An  
9 analyst will look at all the missing people in Ontario,  
10 and who they are, and ones that are over 30 days missing,  
11 and we look for trends. So, one is human trafficking  
12 trends. So, if there are any that have -- usually they  
13 will have a note that will say, "Potential for human  
14 trafficking", it's my expectation that my team will then  
15 call that police service and say, "I know you have this  
16 person missing. They're a potential of human trafficking.  
17 How can we help?" And then we get back to that email  
18 strategy and linking partners together, those type of  
19 initiatives.

20                   And, it's the same when it comes to First  
21 Nations Police Services when someone is missing from a  
22 police service in the First Nations. We will do the same  
23 thing. We will call that First Nations Police Service and  
24 offer our help. "How can we help you? How can we assist?  
25 There's the Canadian Centre for Child Protection. Do you

1 know about them? Here are the things that they can do for  
2 you." So, these are some of the proactive ways. We're  
3 trying to keep a handle on the statistics that are right  
4 there in front of us that we can utilize.

5 **MR. JULIAN ROY:** Okay. How important is it  
6 when you pick up the phone and make that call to another  
7 police service, another partner that there's a point  
8 person in that police service that knows something about  
9 human trafficking, and knows these dynamics, and knows  
10 what you're talking about?

11 **INSPECTOR TINA CHALK:** It's so important,  
12 and we have -- it brings me to the fact that we have a  
13 working group as well for those strategy partners. So, we  
14 meet, and we sit down, and we talk about the issues that  
15 each other are having. So, it may be something like  
16 encryption that I have talked about that someone else has  
17 an experience of how to deal with that, trends that  
18 they're seeing in their area. So, having a dedicated  
19 person who understands this and is that person I can call  
20 if there happens to be that missing person or there's a  
21 link to a case. You need a name. You need somebody who's  
22 responsible for that in every police service.

23 **MR. JULIAN ROY:** All right. I want to move  
24 on to another area, and that's training. Is there a gap  
25 with OPP's training on human trafficking today?



1                   **INSPECTOR TINA CHALK:** Yes.

2                   **MR. JULIAN ROY:** Okay. And, are you able  
3 to explain that?

4                   **INSPECTOR TINA CHALK:** Yes. There are  
5 gaps, absolutely. And, the same thing, when I started in  
6 this role, I looked at some of the training that we were  
7 doing, and it definitely did not have enough in respect to  
8 the vulnerabilities of the Indigenous population and the  
9 type of resources that can be provided. So, that was  
10 something that I really needed to look at. There were  
11 other things as well, asset forfeiture, labour  
12 trafficking, the sex trade, understanding that for  
13 officers really having a sense of it.

14                               And then what we also weren't doing is we  
15 weren't passing that information through any elders or  
16 through any survivors. So, I have learned a lot about  
17 that and why we need to do that. So, I have gotten to the  
18 process now as we develop our training and change it, that  
19 we're not just going to do our training and put it out  
20 there. We need people to look at it who have been there,  
21 who understand it, elders.

22                               So, there's an Elder's Council with our  
23 ministry as well as the Commissioner's Council. And then  
24 we also have -- the Office of Human Trafficking in Toronto  
25 has a survivor group. So, I have asked to be -- go in

1 front of that survivor group so that I can gain their  
2 advice on how to move forward with some of the training,  
3 because I -- there are some in there now, but not enough,  
4 and we want to enhance it and make sure it's proper.

5 **MR. JULIAN ROY:** Okay. Can you give us an  
6 idea of what's in play right now for training for the OPP?  
7 Just to give the Commissioners an idea of what's there?

8 **INSPECTOR TINA CHALK:** Yes. So, when you  
9 go to Police College in Ontario, the Ontario Police  
10 College, you get 90 minutes of training. Then, when you  
11 come back to the OPP, you get another 90 minutes of  
12 training, so as an OPP recruit. We try to focus on  
13 supervisors, because they're the ones, to me, really, are  
14 almost the most important in a police service, because  
15 they're the ones who are on the road, feet to the ground.  
16 They actually know what's happening. They're hearing the  
17 calls even if they're not at them. They need to have the  
18 most understanding here so they can help the constables  
19 out on the road.

20 So, those folks get that in their  
21 supervisor training, as well as the specialty people. So,  
22 the ones who are the detectives, because with the OPP,  
23 those cases go to detectives, so our sexual assault  
24 training, our major case management training and our  
25 criminal investigation training as well. And, they also

1 have the trauma-informed piece, which comes from our  
2 sexual assault unit that has put that piece in there,  
3 because we, too, need that in there as a strong  
4 understanding.

5 **MR. JULIAN ROY:** Okay. I want to ask you  
6 about something called the Texas Model.

7 **INSPECTOR TINA CHALK:** Yes.

8 **MR. JULIAN ROY:** Could you tell the  
9 Commissioners about that?

10 **INSPECTOR TINA CHALK:** So, this is called  
11 the Interdiction for Protection of Children, and this is  
12 based on the Texas Ranger model. So, we have taken on  
13 that training and we are attempting to give it to as many  
14 officers we can, but mostly the officers who are engaging  
15 with children on a routine basis.

16 So, what it does, is it's a reminder to  
17 officers in, sort of, three areas, abduction, child sexual  
18 exploitation and human trafficking; to look beyond what  
19 they're doing. So, if you're an officer giving a ticket  
20 at a traffic stop, but you see two young girls in the  
21 backseat and there are indicators of human trafficking,  
22 for example, you need to be alive to that. So, it's  
23 reminding them that the ticket can't be your focus now.  
24 There's something more important here.

25 Much like if you were to do a drug warrant

1 and your focus is cocaine, at that point, but then you see  
2 the same thing, you're responsible as an officer to stop  
3 and think about that, and engage those people, and not get  
4 that vision of just what you're doing. So, it's just  
5 making sure that officers recognize that, and are in tune  
6 to that, and know all of these indicators for those three  
7 areas that I have spoke to already.

8 **MR. JULIAN ROY:** How important is it for  
9 officers who may be investigating something completely  
10 different to have that kind of peripheral vision to see  
11 these kinds of indicators and see this going on? How  
12 important is that?

13 **INSPECTOR TINA CHALK:** It's important for  
14 every officer to have that, because they really need to  
15 have -- regardless of where you are, like I said, this  
16 hidden nature of it. So, it's not for us, our experience  
17 anyway, that people are necessarily coming to us, and  
18 that's because of all the barriers that are there. We  
19 need to figure it out. So, we need these officers to  
20 recognize that when they're at these scenes, and they're  
21 engaging with the public, and they're in these  
22 environments where they may very well be seeing it in  
23 plain sight, but not recognizing it.

24 So, we're attempting to have -- we have  
25 block training every year, which is every officer in the

1 OPP takes this block training. So, we're attempting to  
2 get a session on human trafficking in that block training  
3 to take care of not just the recruits, but the officers  
4 who are out there but aren't specialists either. So,  
5 that's something I'm working towards as well.

6 **MR. JULIAN ROY:** Okay. I want to move on  
7 to another area, and that's policy. Are there  
8 improvements that can be made or are being made right now  
9 in terms of OPP policy to more properly address human  
10 trafficking?

11 **INSPECTOR TINA CHALK:** We can. And,  
12 there's just one thing I wanted to mention, because I  
13 think it's important. So, our provincial liaison team  
14 members, which I think Chief Superintendent Pritchard  
15 spoke a lot about, we are training them as well. So, they  
16 haven't been trained in human trafficking, and they need  
17 to be.

18 So, as I spoke, we have nine members on our  
19 team and myself, so we're not in every community of the  
20 province. But, our PLT members are more likely to be in  
21 the Indigenous communities and dealing with people who  
22 might be victims of this. So, that's a huge priority that  
23 they get trained.

24 So, moving to policy, we definitely have  
25 gaps. Really, what we were doing was the whole, if you

1 have an incident of this, call our Criminal Investigation  
2 Branch, so that being our major case investigators, our  
3 detective inspectors. But, what we have changed now, it's  
4 in the works, it's going up our command, is to change that  
5 it comes to our unit. So, now we have people that that's  
6 their entire role. So, their entire understanding. So,  
7 every single time someone either suspects a human  
8 trafficking incident or is there one, that we will get an  
9 immediate call.

10 So, they call our Provincial Command  
11 Centre, and if they need immediate assistance, someone  
12 will call and come out, if necessary, and provide  
13 direction. And then the other piece is if they don't feel  
14 they need immediate assistance, they still have to notify  
15 us through our data system so we can take a look. Because  
16 as officers learn about it, they might learn to recognize  
17 it, but what now? Is there somewhere we could go with  
18 that, that situation so we could engage a potential victim  
19 and ensure their safety, so that's a role of that change.  
20 I think you also learn quite a bit from Chief Pritchard in  
21 respect to PowerCase and Major Case Management. So, a  
22 change that is in the works there, which I think would be  
23 very beneficial, is that you get links.

24 So, this is the one police database that  
25 talks. So, when we talk about that collaboration piece.

1       So, you may have -- for example, Julian Roy could be a  
2       suspect in Toronto Police for human trafficking, he also  
3       could be a witness in Orillia OPP area. So, the computer  
4       tells those two officers, you two need to talk to each  
5       other, because this person is involved in some way in  
6       human trafficking, as a suspect, as a witness.

7               So, the problem that presents, though, is  
8       now we actually have to call the person. We don't have  
9       access to their reports. PowerCase doesn't allow you to  
10      do that. So, a change would be that human trafficking  
11      specifically, officers and particular ones would have this  
12      administrative access, so they could actually look at  
13      these reports real time. You wouldn't have to try and  
14      find someone find the records department, you could just  
15      open it. And, that would be helpful because sometimes you  
16      need that immediate information. You need it now, not in  
17      an hour or a couple of days.

18              So, it may have addresses, other potential  
19      suspects or witnesses within that information that would  
20      be very beneficial to us. So, I'm hopeful that that will  
21      proceed because it will be a very big benefit to those  
22      investigators.

23              **MR. JULIAN ROY:** So, just to simplify it  
24      for the dumb lawyer. This is, sort of, taking down some  
25      walls that shield information from -- between various

1 police services, so that access can happen faster, and  
2 people can respond faster for human trafficking; is that  
3 right?

4 **INSPECTOR TINA CHALK:** Yes.

5 **MR. JULIAN ROY:** Okay. All right. I want  
6 to move on from policy to another area that I want to ask  
7 you about, and that is public awareness. Does the OPP --  
8 should it have a role in helping to foster public  
9 awareness about human trafficking?

10 **INSPECTOR TINA CHALK:** Yes.

11 **MR. JULIAN ROY:** And, has it done enough so  
12 far to do that?

13 **INSPECTOR TINA CHALK:** We have not.

14 **MR. JULIAN ROY:** Okay. Maybe you can tell  
15 us about some of the things that you're working on to try  
16 to close that gap of public awareness?

17 **INSPECTOR TINA CHALK:** I can. So, one of  
18 the areas that we're really strongly enhancing is our  
19 whole social media piece, what the offenders are doing,  
20 where they are going. So, trying to look beyond what we  
21 traditionally do in policing, go to places on the internet  
22 where we don't usually advertise for example. So, sort  
23 of, out of that box thinking.

24 We did a very large human trafficking  
25 campaign in February of last year, and we saw the wealth



1 that came out of that. For a minimal amount of money,  
2 thousands and thousands of hits, and it was a survivor  
3 video. So, even two minutes of listening to someone about  
4 what it's like. So, that was very effective, so we're  
5 going to continue to do that and even more robust. So,  
6 we're thinking about our strategies now on that.

7 And, you've heard about the toolkit at the  
8 last witness, and we, too, are doing that same sort of  
9 thing. We've -- we're working with Homeland Security.  
10 They are very ahead in respect to what they call the Blue  
11 Campaign, and anyone could look at that online, and it's  
12 an absolute excellent resource, and it's already made.  
13 So, this is where we get into police trying to reinvent  
14 the wheel when it's not necessary. They've already done  
15 that work. And, it's things like toolkits for  
16 transportation, so truck drivers. People who bring  
17 Indigenous people in and out of those -- in and out of  
18 communities, they should be educated on this. Any one in  
19 that transportation -- air transportation as well.

20 And then we talked about motels, how  
21 important it is for the cleaners for example, to really  
22 understand human trafficking. They're the ones who do the  
23 work in the motel, they're the ones who are really going  
24 to understand what's going on there and they will know.  
25 They'll have a sense if something is happening. So,

1 helping them to understand what to do about that and what  
2 not do safety wise.

3 So, those are instructional kits for those  
4 places -- and many of them get some training now from  
5 their hotel, but that's something we need to do, as well  
6 as medical, because those professionals see people when  
7 they've been abused, and they need to recognize it for  
8 what it is. So, we're working hard towards developing  
9 that type of large awareness piece.

10 **MR. JULIAN ROY:** Okay. Is there anything  
11 the OPP is doing on public awareness that's specifically  
12 directed at Indigenous communities?

13 **INSPECTOR TINA CHALK:** So, we have missing  
14 person awareness days, which is a really important  
15 engagement piece in my mind, because I think engagement is  
16 the most important piece to bridge that gap between police  
17 and Indigenous communities and the mistrust, the  
18 understandable mistrust of police. So, this is one way to  
19 get into the Indigenous communities.

20 So, what we did is we had an engagement  
21 meeting with the nine self-administered police services,  
22 and we asked for their -- a police officer to come, a  
23 victim service member to come. We asked for an elder to  
24 come and a community member to come, and then we presented  
25 to them the idea of this two-day training.

1                   So, the one day would be training in  
2                   respect to missing persons, human trafficking, Familiar  
3                   DNA, which is an RCMP ran program. And, the next day  
4                   would be with the committee, so, sort of, get rid of some  
5                   of the myths that exist in respect to reporting and things  
6                   like that, which you've learned a lot about here with  
7                   missing persons.

8                   So, it was -- we were happy to have a great  
9                   response in that all of the nine self-administered First  
10                  Nations police services wanted to continue that with their  
11                  communities. So, so far, we have been to Rat Portage,  
12                  Pikangikum, Shoal Lake 39, Manitoulin and Whitedog, and we  
13                  have done those engagements.

14                  And, I can say, having been -- my last one  
15                  I had been to was Manitoulin, and there were some myths  
16                  that were there about when to report and things like that,  
17                  so some questions that we answered which were even two  
18                  questions, it was worth it, if two people understood that  
19                  better.

20                  So, we really left it to the communities to  
21                  form this however they wanted. If they wanted to have it,  
22                  that's great. If they didn't, that's okay too, and you  
23                  choose what it looks like. If we did this in a more  
24                  formal setting, like a conference, that's fine. If we did  
25                  that in a circle, talking, that's fine. So, it really is

1 dictated by the community and we just come to enhance and  
2 share the knowledge base.

3 **MR. JULIAN ROY:** Okay. At Tab 9 of your  
4 document book, if you could identify this document?

5 **INSPECTOR TINA CHALK:** Yes.

6 **MR. JULIAN ROY:** Okay. It appears to be a  
7 poster, Missing Persons Awareness Day. Is that a poster  
8 prepared for the purposes of what you're talking about?

9 **INSPECTOR TINA CHALK:** It is. So, that's  
10 the advertising to the community, to ask them to attend  
11 these engagements.

12 **MR. JULIAN ROY:** Okay. Thank you. Could  
13 that be made the next exhibit?

14 **CHIEF COMMISSIONER MARION BULLER:** Yes.  
15 Exhibit 15 is Missing Person Awareness Day poster, OPP and  
16 Anishinabek Police.

17 **--- Exhibit 15:**

18 Mnidoo Mnising Missing Person  
19 Awareness Day (one page)  
20 Witness: Inspector Tina Chalk, Ontario  
21 Provincial Police  
22 Counsel: Julian Roy, Government of  
23 Ontario

24 **MR. JULIAN ROY:** And, in a similar vein,  
25 Tabs 7 and 8 are two conference programs. Are you able to

1 tell the Commissioners, we won't open them up or look at  
2 them in detail, but generally speaking, what these are  
3 about, please?

4 **INSPECTOR TINA CHALK:** Thank you. So,  
5 those were two conferences that we put on, one was in  
6 Barrie and one was in Kenora, in respect to human  
7 trafficking.

8 **MR. JULIAN ROY:** Okay. And, who was the  
9 target audience for those?

10 **INSPECTOR TINA CHALK:** So, victim services  
11 and police.

12 **MR. JULIAN ROY:** Okay. All right. And,  
13 could those be made the next exhibits, please?

14 **CHIEF COMMISSIONER MARION BULLER:** Yes.  
15 The document we have at Tab 7 is the Ontario Provincial  
16 Police hosts Victim to Survivor: The Road Travelled, an  
17 Anti-Human Trafficking Conference, and that will be  
18 Exhibit 16.

19 **--- Exhibit 16:**

20 OPP "Victim to Survivor" Conference  
21 Program - September 11, 12 Barrie,  
22 Ontario (five pages)  
23 Witness: Inspector Tina Chalk, Ontario  
24 Provincial Police  
25 Counsel: Julian Roy, Government of

1 Ontario

2 MR. JULIAN ROY: So, there's two papers,  
3 Chief Commissioners. They're virtually identical, but one  
4 is in relation to a Kenora conference and one is a Barrie  
5 conference.

6 CHIEF COMMISSIONER MARION BULLER: Okay.  
7 So, the one -- I'm sorry to get bogged down on this, but I  
8 want to get this straight ---

9 MR. JULIAN ROY: No, that's okay.

10 CHIEF COMMISSIONER MARION BULLER: --- from  
11 the beginning here. At Tab 7, the one that we have just  
12 marked as Exhibit ---

13 MR. JULIAN ROY: That's for Barrie.

14 CHIEF COMMISSIONER MARION BULLER: --- 16  
15 is for Barrie.

16 MR. JULIAN ROY: Yes.

17 CHIEF COMMISSIONER MARION BULLER: And then  
18 at Tab 8, the Ontario Provincial Police hosts Victim to  
19 Survivor: The Road Travelled, an Anti-Human Trafficking  
20 Conference, agenda is for Kenora and that's Exhibit 17.

21 --- Exhibit 17:

22 OPP "Victim to Survivor" Conference  
23 Program - September 20, 21 Kenora,  
24 Ontario (five pages)

25 Witness: Inspector Tina Chalk, Ontario

1 Provincial Police  
2 Counsel: Julian Roy, Government of  
3 Ontario

4 **MR. JULIAN ROY:** Okay. Thank you. I want  
5 to move onto another area. You mentioned engagement a few  
6 moments ago. Is there more that the OPP can do to do  
7 better in terms of engagement with Indigenous communities  
8 around the issue of human trafficking?

9 **INSPECTOR TINA CHALK:** Yes, absolutely.  
10 And, that is one of our attempts to do that, is engagement  
11 I've spoke of, but we really do not have a strong  
12 understanding of what that looks like. And, it seems to  
13 me that a lot of the information comes to NGOs, comes to  
14 victim services, but doesn't make it to the police.

15 And, my understanding of why I think that  
16 is, is, one, statistically for one, we don't actually ask  
17 people to identify. So, we don't ask them if they  
18 identify. So, we may have dealt with people who are  
19 Indigenous, but we wouldn't necessarily know it. And, I  
20 understand that because some Indigenous people don't want  
21 to tell the police that because they think they'll be  
22 discriminated against. So, that is one issue. As well  
23 as, we just don't generally do that in our policies, so  
24 that's a problem, because we don't have a true  
25 understanding of who we've dealt with really. And the

1 other piece is the -- that police trust, which is  
2 absolutely lacking, and as I said, for very good reason.  
3 So engaging the community and trying to build that trust  
4 and that being the responsibility of the police that we  
5 have to take that lead role in trying to do that. So, for  
6 me personally, I can speak to trying to build  
7 relationships with places like ONWA, because they have the  
8 understanding.

9 So I have made an attempt in building a  
10 relationship there and I'm going to go there and speak to  
11 her and get direction really. I need direction from those  
12 who are involved to really help me to know where to go and  
13 where to focus and what this should look like.

14 And the awareness part of things is also  
15 that engagement piece. So that people who it's happening  
16 to are understanding that this is an offence, that this is  
17 not normal behaviour, whether it's happening within their  
18 family or otherwise. We really need to put that strong  
19 sense out and that you can trust the police. And, again,  
20 that's a long road and that's a road that police are  
21 responsible for.

22 **MR. JULIAN ROY:** Okay. Is there a way for  
23 you to engage directly with people with lived experience  
24 in trafficking that would help you with these efforts?

25 **INSPECTOR TINA CHALK:** Yeah, so the victim



1 table, like the survivor table ---

2 **MR. JULIAN ROY:** M'hm.

3 **INSPECTOR TINA CHALK:** --- is something  
4 that is really important that we're definitely going to  
5 utilize. But one way and one of the biggest problems is  
6 the victim support issues ---

7 **MR. JULIAN ROY:** Okay.

8 **INSPECTOR TINA CHALK:** --- that we haven't  
9 really spoken to just briefly. So a really important  
10 group is coalitions. So there's one, a Simcoe Coalition,  
11 that I'm familiar with. There's one in Ottawa. There's  
12 many throughout the province. But this needs to be in  
13 every community.

14 So what that is, is, as I said, police only  
15 have a certain ability to help survivors, and whether that  
16 be education or resources. We need the community to come  
17 together and have these coalitions. So what it is, is  
18 it's people who are involved first, so not a reactive type  
19 of thing. This is already organized prior to and it's  
20 people like members of the sex trade who understand that.  
21 There's medical professionals, there's police, there's  
22 Indigenous communities members, there's Native Friendship  
23 Centres, there's housing, there's people who can provide  
24 food, all of the necessary vulnerabilities that we talked  
25 about.



1                   **MR. JULIAN ROY:** Okay. All right. So at  
2 Tab 10 of the document book there's a document that you've  
3 provided me.

4                   **INSPECTOR TINA CHALK:** Yes.

5                   **MR. JULIAN ROY:** It's entitled "terms of  
6 reference." Could you tell us what it's terms of  
7 reference for?

8                   **INSPECTOR TINA CHALK:** And that is terms of  
9 reference for the Simcoe County Coalition and that's the  
10 one that I have a strong understanding about. So I wanted  
11 to include that as a good example of what that should look  
12 like. And they gave me their permission to allow that to  
13 be entered for the Commissioners.

14                   **MR. JULIAN ROY:** Okay. So we're running  
15 very short of time. There's one more thing ---

16                   **CHIEF COMMISSIONER MARION BULLER:** Did you  
17 want that marked as an exhibit?

18                   **MR. JULIAN ROY:** Yes, I do. I'm sorry.

19                   **CHIEF COMMISSIONER MARION BULLER:** It's  
20 okay.

21                   **MR. JULIAN ROY:** That was me being mediocre  
22 lawyer again like last time.

23                   **CHIEF COMMISSIONER MARION BULLER:** Not a  
24 problem.

25                   The terms of reference for the Simcoe

1 County Coalition will be Exhibit 18.

2 --- Exhibit 18:

3 Terms of Reference of Reclaiming  
4 Freedom Rebuilding Lives (RFRL) Anti-  
5 Human Trafficking Coalition of Simcoe  
6 County (nine pages)  
7 Witness: Inspector Tina Chalk, Ontario  
8 Provincial Police  
9 Counsel: Julian Roy, Government of  
10 Ontario

11 **MR JULIAN ROY:** Thank you.

12 I just saw the clock and I panicked.  
13 Forgot. So there's just two more areas that I want to ask  
14 you about very quickly. So we have distributed proposed  
15 recommendations from the OPP to all parties. They are at  
16 Tab 4 of your book. Inspector Chalk, I think most of  
17 these recommendations it'll be readily apparent what the  
18 basis for them is, given your evidence already today and  
19 probably from questions that you'll get, but I'm wondering  
20 if you could perhaps pick two of them, one or two of them  
21 that you think are very important and speak to those.

22 **INSPECTOR TINA CHALK:** On the last page I  
23 would pick the fourth one up that says,  
24 "Police service create a dedicated officer or unit to  
25 coordinate efforts to address human trafficking." (As

1 read)

2 And I've spoke to that already about the  
3 importance of officers being the point person and having a  
4 true understanding that they can share their knowledge  
5 base.

6 **MR. JULIAN ROY:** Okay. Any other one that  
7 you want to highlight?

8 **INSPECTOR TINA CHALK:** Yes, and second from  
9 the last,  
10 "That police service improve engagement with non-  
11 government organisations that serve Indigenous human  
12 trafficking survivors to ensure that survivors can  
13 exercise meaningful choices as to whether to report the  
14 offences to the police." (As read)

15 **MR. JULIAN ROY:** Okay.

16 **INSPECTOR TINA CHALK:** And to me that is  
17 the crux of some of the problems is that engagement piece  
18 and trying to build that change. And whether we can do  
19 that through some of the great work that the NGOs are  
20 doing and try to build trust there, that's one avenue that  
21 is our responsibility to do and I'm hopeful that that will  
22 help.

23 **MR. JULIAN ROY:** Okay. In terms of where  
24 these recommendations come from, have these been passed by  
25 your executive command?

1                   **INSPECTOR TINA CHALK:** Yes, they have, and  
2 they approve -- they have approved them all.

3                   **MR. JULIAN ROY:** Okay. So these aren't  
4 just your recommendations. These are coming from the  
5 organization; is that correct?

6                   **INSPECTOR TINA CHALK:** Yeah, this is the  
7 organizational position.

8                   **MR. JULIAN ROY:** I promise very last  
9 question; all right? And it's, you know, a very serious  
10 question and I want to give you this opportunity to answer  
11 it. And that is, if there was a victim of human  
12 trafficking who's watching today and watching this  
13 evidence, if there is one thing that you could say to  
14 them, what would that be?

15                   **INSPECTOR TINA CHALK:** I would really say  
16 that I want them to survive and I want them to get to  
17 someone who can help them. I want them to understand that  
18 this is not that you have to come to the police. This is  
19 about survival of victims and go to someone that can help  
20 you, whether that's many, many good non-government  
21 organizations that will assist you, whether it's a teacher  
22 or a friend or another family member, that the police  
23 telling you to come to us all the time is not the message.  
24 It's to come to someone that can help. And then, in the  
25 end, if your choice is that the police get involved, then

1 that's a benefit because, of course, we want to ensure it  
2 doesn't happen to someone else. But it would be really to  
3 take every day, to survive, and to try and get the help  
4 through the many organizations that are out there for you.

5 **MR. JULIAN ROY:** Okay. Thank you very  
6 much. Those are my questions from this witness.

7 **CHIEF COMMISSIONER MARION BULLER:** Do you  
8 want those recommendations marked?

9 **MR. JULIAN ROY:** Yes, please.

10 **CHIEF COMMISSIONER MARION BULLER:** Okay,  
11 the recommendations from the OPP will be Exhibit 19,  
12 please.

13 **--- Exhibit 19:**

14 Recommendations proposed by the  
15 Ontario Provincial Police with respect  
16 to Human Trafficking (two pages)  
17 Witness: Inspector Tina Chalk, Ontario  
18 Provincial Police  
19 Counsel: Julian Roy, Government of  
20 Ontario

21 **MR. JULIAN ROY:** Could we have your  
22 indulgence for one moment? We're going to switch ---

23 **CHIEF COMMISSIONER MARION BULLER:** Sure.

24 **MR. JULIAN ROY:** --- the hot seat.

25 **CHIEF COMMISSIONER MARION BULLER:**

1 Certainly.

2 **MR. JULIAN ROY:** Another person into the  
3 hot seat.

4 I think, Chief Commissioner, she'll need to  
5 be sworn.

6 **JUANITA DOBSON, Sworn:**

7 **MR. JULIAN ROY:** Chief Commissioner,  
8 Commissioners, may I proceed with the next witness?

9 **CHIEF COMMISSIONER MARION BULLER:** Yes.

10 **MR. JULIAN ROY:** Thank you.

11 **--- EXAMINATION-IN-CHIEF BY MR. JULIAN ROY:**

12 **MR. JULIAN ROY:** So, Commissioners, there's  
13 another document book for you, more trees have been  
14 massacred and you each have a copy. This one does not  
15 have a nice cover page like the last one. You'll just see  
16 it has a table of contents with a clear cover. And the  
17 first document is the witness -- the evidence summary,  
18 which I'll be asking later on to be an exhibit. And then  
19 there's a number of tabs, A through S. And the reason why  
20 I'm mentioning this now is that the documents have been  
21 distributed to all parties A through T, so we're one  
22 letter off. So there's an explanation for that, some more  
23 mediocre lawyering.

24 So, in the documents that were distributed  
25 to counsel, the evidence document, that's the first of



1 your document was number A or letter A, and then it flowed  
2 from that. So, we're just off by one. I just thought I  
3 would make it interesting for counsel this morning to try  
4 to follow. I could say it was on purpose, but it wasn't.

5 All right. So, good morning, Ms. Dobson.  
6 So, I'm going to refer to you as Ms. Dobson. Are you okay  
7 with others calling you Juanita?

8 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

9 **DOBSON:** Yes.

10 **MR. JULIAN ROY:** Okay. And, similar to  
11 Inspector Chalk, I'm wondering if you could give the  
12 Commissioners some of your background with the Ontario  
13 Public Service and perhaps even previously?

14 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

15 **DOBSON:** Sure. So, first of all, I do want to thank  
16 survivors and family members who are here and watching  
17 today for this opportunity to come here, and also to the  
18 Commission for allowing me to provide my evidence.

19 So, I have been with the Ontario Public  
20 Service for almost 30 years. Before joining the Public  
21 Service, I did a number of volunteer roles, both in  
22 community agencies and other types of activities. So, I  
23 have jobs, for example, working at an emergency shelter,=  
24 as a counsellor. I was a volunteer patient representative  
25 in a mental health facility before I joined the Ontario

1 Public Service.

2 In my 30 years, almost, with them, I have  
3 had a number of different roles ranging from frontline  
4 delivery as a client representative with the Public  
5 Guardian and Trustee, to a number of policy and program  
6 development roles in ministries such as the Ministry of  
7 Health and Long-term Care. I was at the Cabinet Office in  
8 government, and other corporate roles, and other  
9 leadership roles.

10 I had, prior to arriving in this current  
11 role, been the Assistant Deputy Minister for both the  
12 Ontario Women's Directorate as well as the Ontario  
13 Senior's Secretariat. And, in both of those functions,  
14 one, on the senior's side, focusing a great deal on elder  
15 abuse issues as well as regulation of retirement homes and  
16 other age-friendly community planning. And, on the area  
17 of Women's Directorate, that office had been quite focused  
18 on violence against women issues, as well as economic  
19 opportunities for women.

20 **MR. JULIAN ROY:** Okay. And, could you tell  
21 us what's your, after that long 30-year career, what your  
22 current responsibilities and role is?

23 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
24 **DOBSON:** Yes. So, for the past almost -- it's coming up  
25 to almost three years with the Ministry of the Attorney

1 General, I have been the Assistant Deputy Attorney General  
2 for Victims and Vulnerable Persons Division. And, that  
3 division consists of three main areas. There is the  
4 Office of the Public Guardian and Trustee; there is the  
5 Office of the Children's Lawyer; and there is also the  
6 Ontario Victim Services.

7 **MR. JULIAN ROY:** Okay. And, there is a  
8 C.V. that has been distributed separately, Chief  
9 Commissioner, which I have a copy for your Registrar. I  
10 think it has been provided previously. I'm showing this  
11 to you, Ms. Dobson. Could you identify it?

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** Yes.

14 **MR. JULIAN ROY:** Okay. So, this is your  
15 CV?

16 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

17 **DOBSON:** Yes, it is.

18 **MR. JULIAN ROY:** And, it has been recently  
19 prepared?

20 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

21 **DOBSON:** Yes.

22 **MR. JULIAN ROY:** Is it accurate?

23 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

24 **DOBSON:** It is.

25 **MR. JULIAN ROY:** Okay. Could it be made

1 the next exhibit, please?

2 **CHIEF COMMISSIONER MARION BULLER:** Exhibit  
3 20 is Ms. Dobson's C.V.

4 **--- Exhibit 20:**

5 CV of Juanita T.M. Dobson (four  
6 pages)  
7 Witness: Assistant Deputy Attorney  
8 General Juanita Dobson, Government of  
9 Ontario  
10 Counsel: Julian Roy, Government of  
11 Ontario

12 **MR. JULIAN ROY:** Okay. And so, the next  
13 document, the front of the document book that the  
14 Commissioners have, which starts with the table of  
15 contents, this 34-page document is a summary of your  
16 evidence; is that correct?

17 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
18 **DOBSON:** Yes, it is.

19 **MR. JULIAN ROY:** Okay. And, were you  
20 involved in the preparation of this document?

21 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
22 **DOBSON:** Yes, I was.

23 **MR. JULIAN ROY:** Okay. And, you have  
24 reviewed it?

25 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

1           **DOBSON:** Yes.

2                           **MR. JULIAN ROY:** Okay. Too many times, I'm  
3           sure.

4                           **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

5           **DOBSON:** Yes.

6                           **MR. JULIAN ROY:** And, is it accurate?

7                           **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

8           **DOBSON:** It is.

9                           **MR. JULIAN ROY:** Okay, thank you. Could  
10           this be made the next exhibit, please?

11                           **CHIEF COMMISSIONER MARION BULLER:** Yes.

12           Organization of Victim Services in Ontario by Ms. Dobson  
13           and others, Exhibit 21, please.

14           **--- Exhibit 21:**

15                                           "Organization of Victims Services in  
16                                           Ontario," Ontario Ministry  
17                                           of the Attorney General, Victims and  
18                                           Vulnerable Persons Division (34 pages)  
19                                           Witness: Assistant Deputy Attorney  
20                                           General Juanita Dobson, Government of  
21                                           Ontario  
22                                           Counsel: Julian Roy, Government of  
23                                           Ontario

24                           **MR. JULIAN ROY:** All right. So, as you  
25           know, Ms. Dobson, the purpose of this panel is to address

1 human trafficking, but I want to take a step back a little  
2 bit to look at some context in terms of how Ontario has  
3 attempted to address violence against Indigenous women and  
4 girls and some of the history behind that because, as I  
5 understand it, you were involved in some of that history;  
6 is that true?

7 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

8 **DOBSON:** Yes.

9 **MR. JULIAN ROY:** Okay. And, maybe you  
10 could just give us some of that background, because I  
11 think it's important context for us today.

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** Sure. So, when I began as the Assistant Deputy  
14 Minister at the Ontario Women's Directorate, there had  
15 been a process underway many years before I arrived on the  
16 joint working group for addressing violence against  
17 Indigenous women and girls. And, that approach was a  
18 joint working group made up of five Indigenous  
19 organizations, as well as 10 ministries. It was a  
20 collaborative partnership around developing strategies and  
21 providing advice to government on addressing violence  
22 against Indigenous women and girls.

23 That started many years before I arrived  
24 working on strategic framework for addressing violence.  
25 And, this was developed by the Ontario Federation of

1 Indigenous Friendship Centres and the Ontario Native  
2 Women's Association. As a result of numerous summits and  
3 discussions and advice, those strategic directions were  
4 endorsed and adopted by the Ontario government. And, as a  
5 result, the joint working group was established.

6 **MR. JULIAN ROY:** Can I stop you there for a  
7 second?

8 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
9 **DOBSON:** Yes.

10 **MR. JULIAN ROY:** The strategic framework  
11 that you talked about that comes from OFIFC and ONWA, did  
12 Ontario participate in the creation of that strategic  
13 framework?

14 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
15 **DOBSON:** We participated in discussions and attended  
16 summit; however, it was developed by and written by those  
17 organizations I mentioned.

18 **MR. JULIAN ROY:** Okay. So, this isn't a  
19 government document?

20 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
21 **DOBSON:** No, it is not.

22 **MR. JULIAN ROY:** Okay. But, did government  
23 provide capacity funding for that process?

24 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
25 **DOBSON:** Yes, we did.

1                   **MR. JULIAN ROY:** Okay. All right. So, you  
2 mentioned that the Ontario government adopted that  
3 strategic framework. What does that mean?

4                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

5 **DOBSON:** It means that we agreed and committed to work in  
6 partnership with -- and in collaboration with the  
7 organizations to use that strategic direction as a  
8 foundation of the work that we needed to do in the longer  
9 term on addressing violence against Indigenous women.

10                  **MR. JULIAN ROY:** Okay. And so, then what  
11 happens next after that?

12                  **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** So, the actual joint working group was put in  
14 place around 2010. And, at that time, the group was  
15 established and a co-chair from the Indigenous partners  
16 that were participating was put in place, as well as a co-  
17 chair from the Ontario Women's Directorate, so it was the  
18 executive director at the time, and a director at the  
19 ministry of, what was then called, the Aboriginal Affairs  
20 ministry.

21                  **MR. JULIAN ROY:** Okay. And so, can you  
22 tell me how these discussions and this process unfolded?

23                  **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

24 **DOBSON:** Sure. So, there were regular meetings of the  
25 joint working group. Primarily, staff at, sort of, the



1 director level and other working levels getting through  
2 the guiding principles on the strategic directions, and  
3 coming up with recommendations and projects, and things to  
4 advance government's intention in that area.

5 It was a very collaborative table, as I  
6 mentioned; however, you know, there needed to be also --  
7 as it progressed, there was a recognition there needed to  
8 be more senior levels or commitment in decision making.  
9 So, an ADM table was also brought into place. As I say,  
10 in 2014, when I joined, I was one of the co-chairs for the  
11 ADM table along with my colleague from the Ministry of  
12 Aboriginal Affairs and our Indigenous co-chair.

13 **MR. JULIAN ROY:** Okay. And, what's the  
14 point of having this, kind of, multi-layered process where  
15 you have these technical director level people, and then  
16 you have more higher-level executive leadership people on  
17 separate tables operating in parallel? What's the point  
18 of that?

19 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
20 **DOBSON:** Well, part of it is that -- certainly, the idea  
21 is that we're coming -- and the projects and  
22 recommendations, the director level very much -- important  
23 things that needed to be considered. And, at the ADM  
24 level, obviously there are different strategies in  
25 government, different planning cycles, different approvals

1 that are needed, and that level of engagement allowed us  
2 to be able to find opportunity to do that and also to work  
3 toward supporting an overall government strategy that, you  
4 know, could be released and funded.

5 **MR. JULIAN ROY:** Okay. You have mentioned  
6 terms like "partnership" and "collaboration". I just want  
7 to explore that a little bit. The chair of these  
8 committees, who was the chair?

9 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
10 **DOBSON:** So, there was a co-chair, one from -- it was  
11 actually Sylvia Maracle, who was the Executive Director of  
12 the Ontario Federation of Indigenous Friendship Centres,  
13 and the other co-chair was myself and different co-chairs  
14 from the other ministry.

15 **MR. JULIAN ROY:** Okay. So, one co-chair  
16 from Ontario government ---

17 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
18 **DOBSON:** Yes.

19 **MR. JULIAN ROY:** --- and one co-chair from  
20 Indigenous organizations?

21 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
22 **DOBSON:** Yes.

23 **MR. JULIAN ROY:** Okay. All right. Did  
24 this process culminate in anything at some point?

25 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

1       **DOBSON:** It did, actually. The work that was done by the  
2 joint working group was absolutely a catalyst toward the  
3 development of the longer-term strategy to -- ending  
4 violence against Indigenous women and girls, which was  
5 released by the Ontario government in, I believe, it's  
6 2016.

7                   **MR. JULIAN ROY:** Okay. And, this is the  
8 strategy called Walking Together, is it?

9                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
10 **DOBSON:** Yes. Actually, I was incorrect. It was 2015,  
11 and it was called Walking Together, and that strategy was  
12 a long-term approach in identifying areas that we could  
13 work together to end violence.

14                   **MR. JULIAN ROY:** Okay. Are you able to  
15 just at a high -- very general level identify some of the  
16 components of the Walking Together strategy?

17                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
18 **DOBSON:** Sure. There were areas of focus around community  
19 supports and healing, particularly focused on children and  
20 youth, and putting in place some programming there. There  
21 was also a focus on leadership and accountability, and  
22 then continuing on, our kind of collaborative approach  
23 that we've been taking. But, there's also focus on  
24 justice and policing, and in particular, highlighting the  
25 need for an anti-human trafficking strategy with an

1 Indigenous focus in Ontario.

2 **MR. JULIAN ROY:** All right. So, this  
3 structure that you've described in this process that  
4 culminates in Walking Together, was this new to the  
5 Ontario government in terms of how it does business?

6 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
7 **DOBSON:** Certainly, the process was changed. I think this  
8 -- I understand that this was the first time this type of  
9 strategy had been co-developed and co-designed together in  
10 this collaborative way. It was the first time that we had  
11 a structure like this, which wasn't a consultation, which  
12 our usual governments or policy development often our  
13 approach is to go forward with maybe a policy framework or  
14 maybe some documents that we might have had some  
15 consultation on and present that to people and have them  
16 comment on it. Then we go away and we do some more work  
17 and then we come back with a document we say is in this  
18 grand -- and of course, often there are things in there  
19 that people, if we had worked in a maybe more  
20 collaborative way from the beginning, we might have been  
21 able to influence and have maybe different direction and  
22 more successful outcome.

23 **MR. JULIAN ROY:** All right. Was here  
24 challenges in working this way? I mean, you mentioned  
25 adopting the framework in 2010, and then the strategy

1 comes out in 2015. That sounds like quite a long and  
2 difficult process. Is there challenges in working this  
3 way?

4 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

5 **DOBSON:** There are some challenges. I think the time was  
6 the time that was needed. I mean, there's a lot of work  
7 that was under way. There were a number of projects in  
8 the interim that were approved. And, I would say also the  
9 approach, because of the learning, both from the ministry  
10 representatives attending the committee and sharing with  
11 our Indigenous partners and learning more about the  
12 reality of Indigenous experience, that took time, and it  
13 was challenging many of the things that we absolutely  
14 didn't know or understand in the way that we needed to.

15 It took time, and it's also -- often for  
16 government, we are sometimes in a situation where we give,  
17 you know, key messages or things that we need to say on  
18 behalf of government. This was really different. We were  
19 at the table sharing openly, really trying to solve, you  
20 know, problems and issues together, and sometimes it's  
21 hard to hear about how you're not doing well and you can  
22 do better, and people need to process that or take time to  
23 understand, and I think that table really did do that, and  
24 we learned a lot. And, even improving, you know, our  
25 Indigenous cultural, sort of, competency and understanding

1 of, you know, what the challenges are in those  
2 communities, it took time.

3 **MR. JULIAN ROY:** Okay. All right. So, the  
4 collaboration that you've talked about that leads to the  
5 strategy in 2015, has there been similar process going  
6 forward to implement the strategy after 2015?

7 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
8 **DOBSON:** Yes, there has. As a result of the journey  
9 together, Walking Together, sorry, strategy, we have  
10 established an executive committee on ending violence  
11 against Indigenous women and girls, again, with a similar  
12 structure where there is an Indigenous co-chair along with  
13 two ministries, the ministry -- actually, the Ministry for  
14 Children and Community Social Services ministry, both from  
15 the Women's Directorate and also from the Ministry of  
16 Indigenous Affairs.

17 **MR. JULIAN ROY:** Okay. I'm showing you  
18 document F, which is G for counsel. It's entitled,  
19 Executive Committee to End Violence Against Indigenous  
20 Women: Terms of Reference. Is this the terms of reference  
21 for the executive committee?

22 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

23 **DOBSON:** Yes, it is.

24 **MR. JULIAN ROY:** Could this be made the  
25 next exhibit, please, Chief Commissioner?

1                   **CHIEF COMMISSIONER MARION BULLER:** Yes.  
2           Executive Committee to End Violence Against Indigenous  
3           Women: Terms of Reference, Exhibit 22, please.

4           **--- Exhibit 22:**

5                                   Terms of Reference of the Executive  
6                                   Committee to End Violence Against,  
7                                   document updated March 21, 2017 (six  
8                                   pages)  
9                                   Witness: Assistant Deputy Attorney  
10                                  General Juanita Dobson, Government of  
11                                  Ontario  
12                                  Counsel: Julian Roy, Government of  
13                                  Ontario

14                   **MR. JULIAN ROY:** And then if we flip over  
15           the page to exhibit -- or rather, Tab G, and that's H for  
16           counsel, this is a document, Provincial Committee to End  
17           Violence Against Indigenous Women: Terms of Reference.  
18           Can you explain what that document is?

19                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
20           **DOBSON:** Sure. So, this is -- the structure that we have  
21           is we have an ADM level steering committee, the executive  
22           committee, and also, we have a number of provincial  
23           committees that are addressing a number of the, sort of,  
24           main areas of focus. And, there's a few of them listed  
25           there like supporting children, community healing,

1 leadership, and also human trafficking is a specific  
2 provincial committee. And again, each of these provincial  
3 committees, like the executive committee, are co-chaired  
4 by Indigenous committee members as well as a ministry  
5 official.

6 **MR. JULIAN ROY:** Okay. So, it's a similar  
7 structure as for the development of the strategy where you  
8 have technical experts, directors, both from Indigenous  
9 organizations and government, and then also an executive  
10 leadership committee as well; is that right?

11 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
12 **DOBSON:** Yes.

13 **MR. JULIAN ROY:** Okay. Could this be made  
14 the next exhibit, please?

15 **CHIEF COMMISSIONER MARION BULLER:** Yes.  
16 Provincial Committees to End Violence Against Indigenous  
17 Women: Terms of Reference, Exhibit 23, please.

18 **--- Exhibit 23:**

19 Terms of Reference of the Provincial  
20 Committees to End Violence Against  
21 Against Indigenous Women, updated  
22 March 21, 2017 (six pages)  
23 Witness: Assistant Deputy Attorney  
24 General Juanita Dobson, Government of  
25 Ontario



1 Counsel: Julian Roy, Government of  
2 Ontario

3 **MR. JULIAN ROY:** It's this document that  
4 says "Confidential - Not for circulation" across the top,  
5 somewhat ironically. We're making it an exhibit right  
6 now.

7 All right. So, you mentioned that there's  
8 a provincial committee for human trafficking, and that  
9 kind of leads us to, after this background, what we want  
10 to focus on today, and that is the development of a human  
11 trafficking strategy in Ontario.

12 First of all, is there a human trafficking  
13 strategy in Ontario?

14 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
15 **DOBSON:** Yes, there is.

16 **MR. JULIAN ROY:** Okay. And, can you give  
17 us some background in terms of how that developed?

18 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
19 **DOBSON:** Sure. So, I would say back in my direct  
20 involvement starting sort of in the fall of 2014, there  
21 were a number of things going on. There were several very  
22 high-profile sexual violence and harassment cases and  
23 media interest that had been going on. There was a select  
24 committee of the Legislature looking at violence against  
25 women that had been meeting across the province.

1                   There was a release of a government  
2 strategy on Sexual Violence and Harassment Action Plan,  
3 and we also had a private member's bill before the House  
4 from then opposition member Laurie Scott, who is now the  
5 Minister of Labour, where she introduced legislation on  
6 human trafficking.

7                   There -- these -- all these issues led us  
8 to a place where the government, you know, attention on  
9 human trafficking was heightened. There had been some  
10 work done earlier on human trafficking. There had been,  
11 back in 2011, some online training programs, for example,  
12 that had been funded through my division, but also, some  
13 funding to various community agencies who were looking at  
14 the issue of human trafficking, including some of our  
15 Indigenous organizations.

16                   **MR. JULIAN ROY:** Was there discussions  
17 about human trafficking in that joint working group  
18 process that we talked about?

19                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
20 **DOBSON:** Absolutely. It was a topic of great discussion  
21 and is one of the reasons why the Walking Together  
22 strategy included an emphasis on the need for an  
23 Indigenous-specific human trafficking strategy.

24                   **MR. JULIAN ROY:** Okay. So, on the human  
25 trafficking strategy, was there actual separate Indigenous

1 engagement that was implemented?

2 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

3 **DOBSON:** There were. There were a number of community  
4 meetings that happened in the development of the strategy.  
5 It was being co-led by the Women's Directorate and the  
6 Ministry of Community Safety and Correctional Services.  
7 Different meetings where there were a number of different  
8 service providers, including Indigenous organizations, but  
9 there was also a session in Thunder Bay that was  
10 Indigenous-specific, which included survivors and victims,  
11 as well as service providers.

12 **MR. JULIAN ROY:** Okay. Maybe you could  
13 tell us what, sort of, the overarching principles are for  
14 the human trafficking strategy?

15 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

16 **DOBSON:** So, the approach on the human trafficking  
17 strategy had been building on what we heard at the joint  
18 working group and through Walking Together was really  
19 about having a victim-centred, survivor-strength-based  
20 approach to the development of a human trafficking  
21 strategy, as well as being trauma-informed, you know,  
22 ensuring that the things that we're doing are not causing  
23 more harm to people. That was another principle embedded.  
24 And, also, being a whole of government, kind of, approach  
25 to the work we did.



1 Social Services, last modified March  
2 8, 2018 (three pages)  
3 Witness: Assistant Deputy Attorney  
4 General Juanita Dobson, Government of  
5 Ontario  
6 Counsel: Julian Roy, Government of  
7 Ontario

8 **MR. JULIAN ROY:** Thank you. All right.  
9 So, we've been talking a lot about collaboration, about  
10 principles, about strategies, I now want to get into more  
11 of the nuts and bolts of what services and resources are  
12 available to victims and survivors of human trafficking,  
13 okay?

14 I want to start with those programs and  
15 services that were existing prior to the development of  
16 the strategy that were already in place and which were  
17 modified or enhanced to better respond to human  
18 trafficking. If we could start with those services, if  
19 you could give us that survey, because I know that many of  
20 these things fall directly under your mandate; is that  
21 right?

22 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
23 **DOBSON:** Yes.

24 **MR. JULIAN ROY:** Okay. If you could  
25 provide that to us, please?

1                                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

2       **DOBSON:** Sure. So, I'll start with just saying the  
3 Ontario Victim Services as an organization, we do provide,  
4 sort of, policy and program development and have a  
5 victim's lens in terms of government response to victim's  
6 issues and coordinating victim services.

7                                   We do both direct delivery through our  
8 victim witness assistance program, and we also fund 15  
9 different programs for victims delivered by over, I think  
10 about, 220 called transfer payment agencies and  
11 organizations -- community organizations that we contract  
12 with and that we fund to deliver those services on our  
13 behalf. So, they range -- there are a number of different  
14 programs in there, but for the purposes of today, I think  
15 we will focus on a couple of the key areas where there are  
16 particular intersection with human trafficking.

17                                  **MR. JULIAN ROY:** All right. If you could -  
18 - the first one I want to ask you about is the Victim  
19 Crisis Assistance Ontario.

20                                  **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

21       **DOBSON:** Yes.

22                                  **MR. JULIAN ROY:** If you could give us an  
23 explanation of what that is?

24                                  **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

25       **DOBSON:** Yes. So, Victim Crisis Assistance Ontario is a

1 program where we have 47 transfer payment agencies across  
2 the province who provide crisis intervention, 24/7, sort  
3 of, support to victims in the immediate aftermath of a  
4 crime occurring. They often provide things like emergency  
5 transportation to safe locations, they may do safety  
6 planning with individuals, they provide referrals to other  
7 community agencies and they are on the ground, you know,  
8 supporting, you know, victims where needed.

9 We have -- with these transfer payment  
10 agencies, we have a number of them -- I did say across the  
11 province, but we also have a few, what we call, sort of,  
12 alternate service delivery organizations, and those are  
13 funded to provide, particularly in the north, because we -  
14 - the north is challenging in terms of providing service  
15 with the area. They provide some VCAOs, some victim  
16 crisis supports, but they also do provide counselling to  
17 female sexual assault victims.

18 **MR. JULIAN ROY:** Okay. I'm showing you  
19 document A in the document book, which is a document --  
20 and this is B for counsel. Victim Crisis Assistance  
21 Ontario Program Standards, do you see that? Do you see  
22 that?

23 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA  
DOBSON:** Yes, I do.

24 **MR. JULIAN ROY:** Okay. And, what's this  
25 document?





1 Vulnerable Persons Division, September  
2 1, 2017 (21 pages)  
3 Witness: Assistant Deputy Attorney  
4 General Juanita Dobson, Government of  
5 Ontario  
6 Counsel: Julian Roy, Government of  
7 Ontario

8 **MR. JULIAN ROY:** Okay. And, Chief  
9 Commissioner, Commissioners, if we could flip over the tab  
10 to Tab B. And, this is Tab C for counsel or document C  
11 for counsel. Are you able to identify what this document  
12 is?

13 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
14 **DOBSON:** Yes, that's a list of all the VCAO agencies in  
15 Ontario.

16 **MR. JULIAN ROY:** Okay. The acronym disease  
17 that we have ---

18 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
19 **DOBSON:** I know.

20 **MR. JULIAN ROY:** --- in the government.  
21 VCAO is, again, Victim Crisis Assistance Ontario?

22 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
23 **DOBSON:** Yes, it is.

24 **MR. JULIAN ROY:** Okay. And, this is a list  
25 of all the agencies, so that would tell us where --

1 members of the public where they would go if they wanted  
2 this kind of help that you have described; right?

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** Correct. And, we also have that information  
5 available on our victim services directory, online and,  
6 you know, various other ways that we get that information  
7 out.

8 **MR. JULIAN ROY:** Okay. So, this is a  
9 program that exists prior to the human trafficking  
10 strategy. Could you now tell us what if anything you did  
11 to modify it to better respond to human trafficking?

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** Yes. So, these agencies have been in place for  
14 over 20 years or so in different names. But, yes. So,  
15 for human trafficking strategy, we looked for building on  
16 these organizations that are, sort of, first contact with  
17 a number of victims, adding to the types of services that  
18 they provide. We gave some money for agencies to hire  
19 additional staff or add hours to existing staff, and to  
20 train them specifically on human trafficking.

21 So, we were hearing obviously that there  
22 was more human trafficking coming to the attention of  
23 victim service agencies and they were not well-equipped  
24 necessarily to address that without additional training  
25 and understanding about the issues. Some communities had

1 had, you know, more higher, you know, numbers of  
2 incidents, and they started to develop their own expertise  
3 and they were providing that service even without the,  
4 sort of, additional funding. This was a way to enhance  
5 that.

6 **MR. JULIAN ROY:** Okay. And, are you able  
7 to tell us anything more about the enhanced training that  
8 the VCAO, Victim Crisis Assistance Ontario, staff are  
9 getting?

10 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
11 **DOBSON:** Sure. So, they have been part of training on  
12 human trafficking that our crown attorneys and our  
13 Indigenous Justice Division have supported us in putting  
14 together. They have attended over -- almost all of the  
15 agencies, over half of them for sure have already attended  
16 and will continue to attend training sessions specific to  
17 -- again, situating Indigenous realities in relation to  
18 human trafficking, and then also understanding, sort of,  
19 the specific needs of human trafficking victims when they  
20 come to the agencies looking for support and help. And,  
21 also, helping us to understand the types and services that  
22 people are accessing and what they need.

23 **MR. JULIAN ROY:** Okay. So, the next  
24 existing program that I'd like to -- this should be made  
25 the next exhibit, please.

1                   **CHIEF COMMISSIONER MARION BULLER:** The VCAO  
2 list of agencies will be Exhibit 26, please.

3                   **--- Exhibit 26:**

4                                   Victim Crisis Assistance Ontario list  
5                                   of agencies (one page)  
6                                   Witness: Assistant Deputy Attorney  
7                                   General Juanita Dobson, Government of  
8                                   Ontario  
9                                   Counsel: Julian Roy, Government of  
10                                  Ontario

11                   **MR. JULIAN ROY:** Yes, please. The next  
12 program I'd like to ask you about is the Victim Quick  
13 Response Program. Could you tell us what that is?

14                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
15 **DOBSON:** Yes. So, the Victim Quick Response Program is a  
16 set of services and supports provided to victims through  
17 the Victim Crisis Assistance Ontario. It was how the  
18 applications are made to the program. And, it is covering  
19 a number of different kinds of services, things like for  
20 victims who need, unfortunately, things like crime scene  
21 clean up, perhaps support with funeral expenses, maybe  
22 counselling supports that people need, as well as safety  
23 planning and other practical assistance such as, you know,  
24 access to a cell phone so that they can be contacted for  
25 safety purposes.

1                   This program has been in place for some  
2 time. And, as I say, the, sort of, way into the program  
3 often is through our Victim Crisis Assistance  
4 organizations. However, people can access the program  
5 through -- if they are seeing another agency, for example  
6 if they're going to a sexual assault centre, the sexual  
7 assault centre can refer them to this Victim Quick  
8 Response Program as well.

9                   **MR. JULIAN ROY:** Okay. It's got the -- in  
10 the acronym, there's the letter "Q" for quick.

11                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
12 **DOBSON:** Yes.

13                   **MR. JULIAN ROY:** And, government often does  
14 not move quick on things or quickly enough. How quick is  
15 quick in the VQRP program?

16                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
17 **DOBSON:** So, actually, this -- we're pretty proud of this  
18 one. We do try to meet our service standards which -- you  
19 know, when we receive, sort of, payment for a service, we  
20 will turn that around within five to seven days. So, it's  
21 a fairly quick turnaround. And, that is just -- to  
22 understand, that is the payment of the service -- the  
23 victim has received the service. The services are  
24 available within the first, sort of, 90 days of a crime  
25 occurring. And, this is really recognition of the fact

1 that other, sort of, compensation and supports for victims  
2 often are longer term, things like the Criminal Injuries  
3 Compensation Board and so on, can take, you know,  
4 significantly more time. This was a way to address the  
5 immediate needs of victims.

6 **MR. JULIAN ROY:** Okay. At Tab C of the  
7 document book, and document D for counsel, is a document,  
8 Victim Quick Response Program Standards. What's this?

9 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
10 **DOBSON:** Yes. That is our program standards.

11 **MR. JULIAN ROY:** Okay. Could this be made  
12 the next exhibit?

13 **CHIEF COMMISSIONER MARION BULLER:** Yes.  
14 Exhibit 27 is Victim Quick Response Program Standards,  
15 September 2016.

16 **--- Exhibit 27:**

17 Victim Quick Response Program  
18 Standards, Ontario Ministry of the  
19 Attorney General, Victim and  
20 Vulnerable Persons Division, September  
21 2016 (16 pages)  
22 Witness: Assistant Deputy Attorney  
23 General Juanita Dobson, Government of  
24 Ontario  
25 Counsel: Julian Roy, Government of

1 Ontario

2 **MR. JULIAN ROY:** All right. And, this  
3 document, members of the public could look at this and see  
4 what they would be entitled to by way of support from  
5 Ontario in a crisis?

6 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
7 **DOBSON:** Yes. So, we have a version of that on our  
8 website which indicates their eligibility, how you apply,  
9 what sorts of services are covered, et cetera.

10 **MR. JULIAN ROY:** Okay. If you could go to  
11 Tab D, please. We have a document, Victim Quick Response  
12 Program Applicant Agreement. Do you see that?

13 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
14 **DOBSON:** Yes.

15 **MR. JULIAN ROY:** And, what's that document?

16 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
17 **DOBSON:** That's just the form that the applicant would  
18 sign. Part of it is to -- this is a last resort program,  
19 so it's just indicating that they don't have other means  
20 to cover. So, for example, sometimes people's work  
21 insurance or something like that might cover some  
22 counselling, but this is over and above what they might  
23 cover, they would sign this form just to say it's a last  
24 resort.

25 **MR. JULIAN ROY:** Okay, thank you. I'm

1 wondering if you could let us know what, if any -- if we  
2 could make this the next exhibit, please?

3 **CHIEF COMMISSIONER MARION BULLER:** Yes.

4 Exhibit 28 is the Victim Quick Response Program Applicant  
5 Agreement.

6 **--- Exhibit 28:**

7 Victim Quick Response Program  
8 Applicant Agreement (one page)  
9 Witness: Assistant Deputy Attorney  
10 General Juanita Dobson, Government of  
11 Ontario  
12 Counsel: Julian Roy, Government of  
13 Ontario

14 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

15 **DOBSON:** Yes. So, this is -- at the time that the human  
16 trafficking strategy was being put in place, we had the  
17 existing Victim Quick Response Program; however, we --  
18 what we had heard, as a result of the consultations and  
19 the outreach that had happened with survivors and other  
20 service providers, we heard about some additional services  
21 that would be of particular benefit to human trafficking  
22 victims.

23 So, we added in a number of areas, like  
24 tattoo removal, which we had heard, you know, often  
25 traffickers would use tattooing. We added in, sort of,



1 emergency basis necessities, like the replacement of  
2 clothing, and provision of food, and some emergency  
3 accommodation. We added in as well the replacement of  
4 government identification documents, which again we had  
5 heard could be held by a trafficker. So, those things  
6 were added in as a result of what we had heard from  
7 service providers and as a result of some of the  
8 consultations.

9 **MR. JULIAN ROY:** Okay. I want to move on  
10 to another program that's in your portfolio, and that's  
11 the Victim Witness Assistance Program. Could you tell the  
12 Commissioners what that's about?

13 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
14 **DOBSON:** Sure. So, the Victim Witness Assistance Program  
15 has been in place for about thirty -- just over 30 years  
16 now with the Ontario government. It's part of the  
17 Ministry of the Attorney General, and it's part of my  
18 division. There are victim witness service workers across  
19 the province in all of the court jurisdictions.

20 Their role is to assist victims who are  
21 part of the court process. So, when there has been a  
22 charge laid and a case is proceeding to court, victim  
23 witness workers would assist the victim by giving them  
24 information about the court process, helping them prepare.  
25 We have a number of testimonial aids and so on that we

1 would provide support to our victims that are  
2 participating.

3 In the court process, for example, sort of,  
4 remote testimony in a separate room. We also have access  
5 in many places, to support dogs to help victims. We have  
6 child victim and witnesses who we have models that show  
7 what the courtroom looks like, and where the judge will  
8 be, and where you will sit, and those kinds of things just  
9 to help victims really prepare. It's a very traumatic,  
10 you know, experience to go through for many people and to  
11 recount their information.

12 So, our staff are there to help as much as  
13 they can with providing that support to people with  
14 information, letting them know when court dates are coming  
15 up, letting them understand the conditions maybe for bail  
16 that have been decided on and those kinds of things. So,  
17 they are there to support the case from the time that the  
18 charge is laid until the disposition of the case.

19 They also make referrals to other community  
20 organizations to -- who can also support victims and  
21 survivors out in their lives and in longer term. And,  
22 they participate, too, in a number of community, sort of,  
23 coalitions, and coordinating tables, and things like that,  
24 as, you know, representing the program.

25 **MR. JULIAN ROY:** Okay. Were there

1 enhancements to this program to address human trafficking?

2 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

3 **DOBSON:** Yes, there was. We added three additional  
4 positions in three communities that are focused on human  
5 trafficking, developing some expertise as a victim witness  
6 support worker to understand what human trafficking  
7 victims would need from us in those situations. And,  
8 also, to provide mentorship to other victim service  
9 workers across the province. So, those three individuals  
10 have been hired and are in place.

11 **MR. JULIAN ROY:** Okay. Is there cultural  
12 competency training that they get as well?

13 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

14 **DOBSON:** Yes. This is something that is very important to  
15 us in Victim Services. For the -- well for the entire  
16 Ministry of the Attorney General, frankly I would say,  
17 priority training on Indigenous cultural competency has  
18 been made mandatory for our Crown attorneys and our Victim  
19 Witness Assistance Program workers. We are -- have that  
20 underway.

21 There are two things that are happening.  
22 There is an online OPS-wide, Ontario Public Service-wide  
23 Indigenous cultural competency training program. But, in  
24 addition, the Indigenous Justice Division in our ministry  
25 has put together a program. It's called the Mikaway

1 phonetic training. It's an intensive, in person program  
2 which is several days long. There are four modules all  
3 together, and it really helps -- first of all, the first  
4 part of it is very emotional. There's often including the  
5 blanket exercise that many people may be familiar with,  
6 and understanding colonialism, the understanding of the  
7 impact of some of those things on the way we have  
8 structured our services and the kinds of programs that we  
9 have. And, it's been very challenging for staff, and for  
10 all of us, but it's been extremely rewarding and, you  
11 know, our -- as I say, our staff who have gone through it  
12 have felt, you know, they have learned a lot through that,  
13 and I have just started to understand, and we continue  
14 that training.

15 **MR. JULIAN ROY:** All right. So, we're  
16 starting to run low on time.

17 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
18 **DOBSON:** Yes. Oops.

19 **MR. JULIAN ROY:** So, I'm going to move --  
20 that's okay. I'm -- we're going to move on to another  
21 area. So, what we have been talking about so far are what  
22 I would call mainstream service delivery that's under your  
23 portfolio. It's available to Indigenous people, but it's  
24 not designed, and led and delivered by Indigenous people.  
25 Are there victim services that are designed, led and

1 delivered by Indigenous organizations and communities in  
2 Ontario?

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** Absolutely. I mean, in Ontario Victim Services,  
5 for sometime, there had been the start of some programs  
6 which were Indigenous-led programs. But, certainly since  
7 our Indigenous Justice Division has arrived, that has  
8 grown significantly. There are a number of programs now  
9 underway that are both, I would say, some capacity  
10 building and also service delivery. And, they're a range  
11 of different things focusing on victim services and  
12 including -- you know, in one case, we have, sort of, an  
13 Indigenous victim service hub-type model I would call it,  
14 in Six Nations and the Grand River. So, there is a number  
15 of very good programs through our Indigenous Justice  
16 Division.

17 **MR. JULIAN ROY:** Okay. I'm showing you Tab  
18 S of the document book. Is that a list of the Indigenous  
19 Specific Victim Services including service delivery and  
20 capacity building?

21 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

22 **DOBSON:** Yes, it is.

23 **MR. JULIAN ROY:** Okay. If that could be  
24 made the next exhibit, please?

25 **CHIEF COMMISSIONER MARION BULLER:** Yes.

1 Exhibit 29 is Indigenous Specific Victim Services, Direct  
2 Client Services Programs. Plural. Yes.

3 **--- Exhibit 29:**

4 List entitled "Indigenous-specific  
5 Victim services - Direct Client  
6 Services Programs" (four pages)  
7 Witness: Assistant Deputy Attorney  
8 General Juanita Dobson, Government of  
9 Ontario  
10 Counsel: Julian Roy, Government of  
11 Ontario

12 **MR. JULIAN ROY:** Okay. And then are there  
13 Indigenous organizations and communities that deliver  
14 human trafficking specific services?

15 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
16 **DOBSON:** Yes, there are. There are two organizations,  
17 Matawa and Mushkegowuk Tribal Councils who are providing  
18 specific human trafficking services. Those are two, sort  
19 of, fly-in and more remote communities, and we have  
20 contracts with those organizations.

21 **MR. JULIAN ROY:** Okay. I want to move  
22 quickly on to a next area, and that is some of the new  
23 things that have been brought in. We have been talking  
24 about enhancements of existing programs. I now want to  
25 talk about some new things, or want you to talk about some

1 new things. The Provincial Human Trafficking Prosecution  
2 team. Can you explain to the Commissioners what that is?

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** So, it's part of the human trafficking strategy  
5 and part of the pillar looking at justice response to  
6 that. A Provincial Human Trafficking Prosecution team was  
7 put in place, which consists of five human trafficking --  
8 actually, it's six human trafficking prosecutors. So,  
9 there's one, sort of, Crown counsel coordinator and five  
10 human trafficking Crowns and prosecutors.

11 So, this team, they conduct prosecutions,  
12 but they also provide training and mentoring support to  
13 Crowns across the province. They have done a number of  
14 training events that have resulted in, basically, every  
15 Crown, every court jurisdiction having at least one Crown  
16 who has been trained on human trafficking. And, in many  
17 cases, there are multiple Crowns who receive that  
18 training.

19 **MR. JULIAN ROY:** Okay. Do they do  
20 prosecutions themselves?

21 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

22 **DOBSON:** Yes, they do.

23 **MR. JULIAN ROY:** Okay. All right. Another  
24 body that I would like to talk to you about, and that is  
25 the Provincial Anti-Trafficking Coordination Office. Can

1 you tell the Commissioners what that is?

2 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

3 **DOBSON:** So, out of the strategy, there was identified a  
4 need for provincial coordination. This is the whole of  
5 government, multi-ministry, and anybody who knows  
6 government, we -- you know, there's a lot of ministries  
7 involved in a lot of things, and often it's hard to keep -  
8 - sort of keep track of what everybody's doing. So, this  
9 office, you know, keeps track of that, coordinates and  
10 gets the information related to that.

11 They have also released a couple of grants,  
12 or cultural proposals and funding proposals for human  
13 trafficking projects. So, one is a community fund that  
14 was open to everyone, including Indigenous organizations.  
15 And, I understand a number of Indigenous groups received  
16 funding under that, and then there was also more  
17 interesting Indigenous-led initiatives fund, which was all  
18 those projects were developed by and will be delivered by  
19 Indigenous organizations specific to human trafficking so.

20 **MR. JULIAN ROY:** Okay. And at Tab I, we  
21 see a call for applications guide for the community  
22 supports fund that you mentioned, if that could be made  
23 the next exhibit?

24 **CHIEF COMMISSIONER MARION BULLER:** Yes.

25 **MR. JULIAN ROY:** That's "J" for counsel.



1 And then at Tab J there's the ---

2 CHIEF COMMISSIONER MARION BULLER: Can we  
3 just do it one at a time ---

4 MR. JULIAN ROY: Sure.

5 CHIEF COMMISSIONER MARION BULLER: --- so  
6 the record doesn't get confused ---

7 MR. JULIAN ROY: Sure.

8 CHIEF COMMISSIONER MARION BULLER: ---  
9 here.

10 MR. JULIAN ROY: Yes.

11 CHIEF COMMISSIONER MARION BULLER: So  
12 Exhibit 30 will be Anti-Human Trafficking Community  
13 Supports Fund Call for Applications Guide ---

14 MR. JULIAN ROY: Yes.

15 CHIEF COMMISSIONER MARION BULLER: ---  
16 April 2017.

17 --- EXHIBIT NO. 30:

18 "Anti Human Trafficking Community  
19 Supports Fund - Call for Applications  
20 Guide," Ontario Ministry of Community  
21 and Social Services, Provincial Anti-  
22 Human Trafficking Coordination Office,  
23 April 2017 (34 pages)  
24 Witness: Assistant Deputy Attorney  
25 General Juanita Dobson, Government of

1 Ontario  
2 Counsel: Julian Roy, Government of  
3 Ontario

4 **MR. JULIAN ROY:** And then the next one is  
5 the Indigenous-led initiatives fund, which is at -- Chief  
6 Commissioner, your Tab J.

7 **CHIEF COMMISSIONER MARION BULLER:** Yes,  
8 Anti-Human Trafficking Indigenous-led Initiatives Fund  
9 Call for Applications Guide April 2017 will be Exhibit 31.

10 **--- EXHIBIT NO. 31:**

11 "Anti Human Trafficking Indigenous-  
12 Led Initiatives Fund - Call for  
13 Applications Guide," Ontario Ministry  
14 of Community and Social Services,  
15 Provincial Anti-Human Trafficking  
16 Coordination Office, April 2017 (32  
17 pages)

18 Witness: Assistant Deputy Attorney  
19 General Juanita Dobson, Government of  
20 Ontario  
21 Counsel: Julian Roy, Government of  
22 Ontario

23 **MR. JULIAN ROY:** Okay. And then the next  
24 one is Tab K, which is L for counsel. What's that  
25 document, please?

1                                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

2       **DOBSON:** That is the release -- sort of media release  
3 related to all of the funds that were awarded, so it lists  
4 all of the recipients.

5                                   **MR. JULIAN ROY:** Okay. And these are all  
6 in relation to human ---

7                                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

8       **DOBSON:** Yes.

9                                   **MR. JULIAN ROY:** --- projects to address  
10 human trafficking.

11                                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

12       **DOBSON:** Yes.

13                                   **MR. JULIAN ROY:** Is that right?

14                                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

15       **DOBSON:** Yes.

16                                   **MR. JULIAN ROY:** Okay. Thank you.

17                                   **CHIEF COMMISSIONER MARION BULLER:** And that  
18 to be marked as well?

19                                   **MR. JULIAN ROY:** Yes, please.

20                                   **CHIEF COMMISSIONER MARION BULLER:** Okay.

21 Exhibit 32 is Backgrounder Ministry of Community and  
22 Social Services Ontario Funding Specialized Services for  
23 Human Trafficking Survivors, September 28<sup>th</sup>, 2017, Exhibit  
24 32.

25       **--- EXHIBIT NO. 32:**

1 Backgrounder "Ontario Funding  
2 Specialized Services for Human  
3 Trafficking Survivors," Ontario  
4 Ministry of Community and Social  
5 Services, September 28, 2017 (five  
6 pages)  
7 Witness: Assistant Deputy Attorney  
8 General Juanita Dobson, Government of  
9 Ontario  
10 Counsel: Julian Roy, Government of  
11 Ontario

12 **MR. JULIAN ROY:** Okay. Also under the  
13 Provincial Anti-Trafficking Coordination Office, I want to  
14 ask you about human trafficking liaisons. And,  
15 Commissioners, that's at your Tab L and M for all parties.  
16 Can you tell me what that is?

17 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
18 **DOBSON:** Sure. So the Human Trafficking Liaisons are --  
19 it's Indigenous organisations that are providing advice  
20 and sort of support to Indigenous communities related to  
21 human trafficking, but they're also providing important  
22 liaison function to non-Indigenous service providers as  
23 well, giving them better information around how to support  
24 Indigenous people who come to those organisations too.

25 **MR. JULIAN ROY:** Okay. And this document

1 contains the -- in essence, the guidelines for what  
2 services those will ---

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** M'hm.

5 **MR. JULIAN ROY:** --- liaisons will deliver?

6 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

7 **DOBSON:** Yes, yes.

8 **MR. JULIAN ROY:** One more thing under  
9 Provincial Anti-Trafficking Coordination Office I want to  
10 ask you about and that's the human trafficker's --  
11 trafficking survivor's table. Can you tell us what that  
12 is?

13 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

14 **DOBSON:** Yeah, so ---

15 **CHIEF COMMISSIONER MARION BULLER:** Excuse  
16 me. You can ask that after we mark the exhibit.

17 **MR. JULIAN ROY:** Oh, I'm sorry.

18 **CHIEF COMMISSIONER MARION BULLER:** It's  
19 okay.

20 **MR. JULIAN ROY:** Getting ahead of myself.  
21 Your counsel -- I can feel your counsel breathing down my  
22 neck.

23 **CHIEF COMMISSIONER MARION BULLER:** It's  
24 okay.

25 **MR. JULIAN ROY:** It's going to be okay?

1                   **CHIEF COMMISSIONER MARION BULLER:** Like  
2 we're told, when you have to -- when you're in a hurry you  
3 have to slow down.

4                   **MR. JULIAN ROY:** Yes.

5                   **CHIEF COMMISSIONER MARION BULLER:** So ---

6                   **MR. JULIAN ROY:** All right. I'll slow  
7 down.

8                   **CHIEF COMMISSIONER MARION BULLER:** Yeah.  
9 Ontario's Strategy to End Human Trafficking Indigenous  
10 Anti-Human Trafficking Liaison's Application Guides will  
11 be Exhibit 33, please.

12                   **--- EXHIBIT NO. 33:**

13                   "Ontario's Strategy to End Human  
14 Trafficking - Indigenous Anti-Human  
15 Trafficking Liaison Application  
16 Guidelines" (14 pages)  
17 Witness: Assistant Deputy Attorney  
18 General Juanita Dobson, Government of  
19 Ontario  
20 Counsel: Julian Roy, Government of  
21 Ontario

22                   **MR. JULIAN ROY:** Thank you. All right.

23                   So I -- before I cut off the exhibit making  
24 process, we were talking about the survivor's table, which  
25 is ---

1                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

2       **DOBSON:** Yes.

3                   **MR. JULIAN ROY:** --- important. If you  
4 could tell the Commissioners about that?

5                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

6       **DOBSON:** Yeah, so the Provincial Anti-human Trafficking  
7 Coordinating Office has put together a lived experienced  
8 table, a survivor's table, made up of individuals  
9 obviously who lived experience in human trafficking. That  
10 includes Indigenous representation as well on that table.  
11 The interesting thing about it is it's available to  
12 government ministries that are working on human  
13 trafficking initiatives or we provide services in that  
14 area to go and talk to them and get advice and get input  
15 on the work that we're doing.

16                   So, for example, we -- the Ministry of  
17 Attorney General, a couple of different areas have gone to  
18 that table and with questions or to ask their advice.

19                   **MR. JULIAN ROY:** Okay. The last thing I  
20 want to ask you about, so there are other things that THE  
21 Provincial Anti Trafficking ---

22                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

23       **DOBSON:** Yes, yes.

24                   **MR. JULIAN ROY:** --- Coordinating Office  
25 does, but ---

1                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

2       **DOBSON:** Can I talk about them fast?

3                   **MR. JULIAN ROY:** Sure. Why don't you do  
4 that?

5                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

6       **DOBSON:** I'll be fast. So, one of the things is the human  
7 trafficking help line. So I think this is really  
8 important sort of across province helpline and it's  
9 information referral for human trafficking specifically.  
10 There's a lot -- there are other, you know, lines. People  
11 can call the victim support line that we have. We have  
12 the Talk for Healing line, which is Indigenous-led phone  
13 help service for victims, but this is human trafficking  
14 specific and it will refer people to other services. And,  
15 of course, they have a strong role on public awareness and  
16 also training.

17                   **MR. JULIAN ROY:** Okay. On the public  
18 awareness, now that we're here, is there an Indigenous-  
19 specific awareness campaign ---

20                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

21       **DOBSON:** Yes, there is.

22                   **MR. JULIAN ROY:** --- that's in place?

23                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

24       **DOBSON:** Yes, there is.

25                   **MR. JULIAN ROY:** Okay. Can you explain



1 that, please?

2 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

3 **DOBSON:** Yeah, so this -- the organization, the  
4 Coordinating Office funded an Indigenous-specific public  
5 awareness approach, and that included Indigenous  
6 organizations being involved in the development of the  
7 campaign, and also, an Indigenous organization will be  
8 developing the campaign and delivering it. So it's all  
9 Indigenous-led and delivered.

10 **MR. JULIAN ROY:** Okay. All right. So the  
11 very last thing is legislative responses.

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** M'hm.

14 **MR. JULIAN ROY:** If you could perhaps give  
15 some highlights in terms of what Ontario has done  
16 legislatively to try to respond to human trafficking?

17 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

18 **DOBSON:** So, as mentioned earlier, there had been a  
19 private members bill by now Minister Scott introduced.  
20 And the Government used that as a foundation, that  
21 legislation and built on that and introduced the Anti-  
22 Human Trafficking Legislation. That included a couple  
23 things I just want to highlight.

24 One is the protection orders for human  
25 trafficking victims. So this is important piece that's

1 included in the bill that has the opportunity for victims  
2 or their family to come forward and request through the  
3 courts a restraining order. And that can be for up to  
4 three years. It does not require, you know, necessarily  
5 that you've gone to police and laid charges. You are, you  
6 know, concerned for your safety.

7 And what we've also done to support this,  
8 because we know it's difficult to use this kind of  
9 process, is we have a pilot right now with legal support  
10 for people that is through my -- through the Office of the  
11 Children's Lawyer, which is in my division. That office  
12 is providing legal support and representation to people  
13 who are bringing restraining order applications.

14 **MR. JULIAN ROY:** Okay. Thank you.

15 So there's some documents that will provide  
16 some background on that, Chief Commissioner and  
17 Commissioners. So at Tab N there's the public guide for -  
18 - it's available to the public for applying for these  
19 orders. And there's more detail on how they're  
20 specifically tailored to address human trafficking and be  
21 accessible. So if that could be made the next exhibit  
22 that's ---

23 **CHIEF COMMISSIONER MARION BULLER:** Yes.

24 Human Trafficking Restraining Orders: How to Apply for a  
25 Restraining Order Against a Trafficker will be Exhibit 34.

1        --- EXHIBIT NO. 34:

2                    "Human Trafficking Restraining Orders  
3                    - How to apply for a restraining order  
4                    against a trafficker," Ontario  
5                    Ministry of the Attorney General,  
6                    2018, ISBN 978-1-4435-1410-1 (17  
7                    pages)

8                    Witness: Assistant Deputy Attorney  
9                    General Juanita Dobson, Government of  
10                    Ontario

11                    Counsel: Julian Roy, Government of  
12                    Ontario

13                    **MR. JULIAN ROY:** And, Chief Commissioner,  
14                    just it's important that the public know that this is  
15                    available and they understand the process. I've got some  
16                    forms in here, and with your indulgence I would ask that  
17                    they be made exhibits as well. The first one is at Tab O.  
18                    And that's P for all counsel. That's the application form  
19                    for the restraining order.

20                    **CHIEF COMMISSIONER MARION BULLER:** Yes,  
21                    Form 1, Application for a Restraining Order, Prevention of  
22                    and Remedies for *Human Trafficking Act 2017* is Exhibit 35.

23        --- EXHIBIT NO. 35:

24                    Form 1 Application for Restraining  
25                    under the Prevention of and Remedies

1 for Human Trafficking Act (2017),  
2 Ontario Court of Justice, Form PRHTA-  
3 1-E 2018/01 (six pages)  
4 Witness: Assistant Deputy Attorney  
5 General Juanita Dobson, Government of  
6 Ontario  
7 Counsel: Julian Roy, Government of  
8 Ontario

9 **MR. JULIAN ROY:** Yeah. And then the next  
10 one is at Tab P. That's the general form for the  
11 affidavit.

12 **CHIEF COMMISSIONER MARION BULLER:** Form 5,  
13 Affidavit (General) dated Prevention of Remedies for *Human*  
14 *Trafficking Act 2017*, Exhibit 36, please.

15 **--- EXHIBIT NO. 36:**

16 Form 5 Affidavit under the Prevention  
17 of and Remedies for Human Trafficking  
18 Act (2017), Ontario Court of Justice,  
19 Form PRHTA-5-E 2018/01 (two pages)  
20 Witness: Assistant Deputy Attorney  
21 General Juanita Dobson, Government of  
22 Ontario  
23 Counsel: Julian Roy, Government of  
24 Ontario

25 **MR. JULIAN ROY:** And then at Tab Q there's

1 the actual form of the restraining order.

2 **CHIEF COMMISSIONER MARION BULLER:** And then  
3 Form 9, Restraining Order Prevention of and Remedies for  
4 *Human Trafficking Act 2017* is Exhibit 37, please.

5 **--- EXHIBIT NO. 37:**

6 Form 9 Restraining Order under the  
7 Prevention of and Remedies for Human  
8 Trafficking Act (2017), Ontario Court  
9 of Justice, Form PRHTA-9-E 2018/01  
10 (four pages)

11 Witness: Assistant Deputy Attorney  
12 General Juanita Dobson, Government of  
13 Ontario  
14 Counsel: Julian Roy, Government of  
15 Ontario

16 **MR. JULIAN ROY:** Okay. And just so people  
17 who are watching know that these are documents that can be  
18 used to start a court process that could result in an  
19 actual order against a human trafficker.

20 And then, lastly, at R, Ms. Dobson  
21 mentioned legal supports that are available, government-  
22 funded legal supports to assist people through this  
23 process. Those are described briefly, albeit, at Tab R.

24 **CHIEF COMMISSIONER MARION BULLER:** Yes, the  
25 document entitled "Free Legal Support for Survivors of

1 Human Trafficking," Ministry of the Attorney General will  
2 be Exhibit 38.

3 **--- EXHIBIT NO. 38:**

4 Free Legal Support for Survivors of  
5 Human Trafficking, Ontario Ministry of  
6 the Attorney General (two pages)  
7 Witness: Assistant Deputy Attorney  
8 General Juanita Dobson, Government of  
9 Ontario  
10 Counsel: Julian Roy, Government of  
11 Ontario

12 **MR. JULIAN ROY:** All right. So that brings  
13 the examination to a close but for one last question that  
14 I would like, with your indulgence, to ask Ms. Dobson.  
15 And that is really a blunt question. Do we, in the  
16 Ontario government, do we know enough about this? Keeping  
17 in mind that government needs information to respond to  
18 things, to design policy, to design practices, to know  
19 where to put funding, do we know enough about this problem  
20 to do a good enough job?

21 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

22 **DOBSON:** Absolutely not.

23 **MR. JULIAN ROY:** Okay. And can you explain  
24 that?

25 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

1       **DOBSON:** Yeah. So, you know, this has been -- I think as  
2 more and more awareness has been coming around this issue,  
3 the entire government has been catching up, frankly.  
4 Like, in terms of the strategy -- you know, our Indigenous  
5 partners are at the joint working group, you know, if we  
6 go back even to the 2007 consult, you know, strategic  
7 directions and framework, we're talking about, you know,  
8 human trafficking, the government had made, you know, a  
9 few, sort of, forays into trying to address it. But, this  
10 -- you know, as we have heard from other witnesses today,  
11 it's a big issue we are trying to address from a victim  
12 service perspective.

13                       We are really in our, you know, early  
14 stages of understanding what human trafficking victims  
15 need to help them not just in the immediate aftermath of  
16 the situation, but the longer term healing and journey  
17 that they need to go into. And, some of those things are,  
18 you know, things that are across different ministries who,  
19 you know, their regular activities might not touch on  
20 human trafficking. Like, they might be, you know, the  
21 Ministry of Health who's, you know, responsible for mental  
22 health reform, but not really thinking about it from, sort  
23 of, a human trafficking perspective.

24                       So, there's a lot of work still to be done  
25 around what kind of information would be helpful for us to

1 design, sort of, future program and responses. But, I  
2 think also understanding the reasons, the vulnerabilities  
3 and the targeting of particular people, and how we can  
4 address that is increasingly important for, again, all of  
5 the various parts of government that need to step up and  
6 make some efforts in that regard.

7 **MR. JULIAN ROY:** All right. Thank you very  
8 much. Those are my questions for Ms. Dobson.

9 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
10 **DOBSON:** Thank you.

11 **MS. MEREDITH PORTER:** Thank you, Ms.  
12 Dobson. Thank you, Mr. Roy. Chief Commissioner and  
13 Commissioners, I'm noting the time is now nearly 12:30.  
14 We went a little bit into the lunch break as per the  
15 schedule, but I will seek your direction on taking a lunch  
16 break now and for how long.

17 I would suggest that we already have quite  
18 a long day and I do want to ensure that we don't cut too  
19 much into the time for cross-examination for the parties  
20 with standing, and we have also one more witness after the  
21 lunch break to hear from. So, I would suggest a 45-minute  
22 lunch break as opposed to a full hour.

23 **CHIEF COMMISSIONER MARION BULLER:** Okay.  
24 Yes, 1:15 promptly, please.

25 **MS. MEREDITH PORTER:** Firm re-start at



1 1:15. Thank you. And, I have a couple of announcements  
2 for the parties -- or, sorry, one announcement for the  
3 parties with standing. If you are aware at this time that  
4 you do intend to cross-examine the witnesses this  
5 afternoon, if you wouldn't mind indicating that to my  
6 colleague, Shelby Thomas, and that will brief -- that will  
7 shorten our time for the verification process this  
8 afternoon. So, if you are sure that you want to cross-  
9 examine, please indicate so to Shelby Thomas over the  
10 lunch break. She'll be in the party with standing room,  
11 okay? Thank you.

12 --- Upon recessing at 12:30

13 --- Upon resuming at 13:23

14 **MS. MEREDITH PORTER:** ...Constabulary, and  
15 counsel for Chief Boland is Mr. Philip Osborne. And,  
16 prior to hearing from Chief Boland, I would ask that he be  
17 sworn in by the Registrar.

18 **MR. BRYAN ZANDBERG:** Good afternoon, Chief  
19 Boland. Chief Boland, do you swear to tell the truth, the  
20 whole truth and nothing but the truth, so help you God?

21 **CHIEF JOE BOLAND:** I do.

22 **\*CHIEF JOE BOLAND, Sworn:**

23 **MR. BRYAN ZANDBERG:** Thank you.

24 **MS. MEREDITH PORTER:** Thank you. And, Mr.  
25 Osborne, you go right ahead.

1 **--- EXAMINATION-IN-CHIEF BY MR. PHILIP OSBORNE:**

2 **MR. PHILIP OSBORNE:** Thank you. Chief  
3 Commissioner, Commissioners, elders, thank you for  
4 inviting Chief Boland to participate. I hope that you  
5 find his evidence helpful in this process.

6 Chief Boland will be referring to three  
7 documents which we'll seek to introduce as exhibits in due  
8 course; one is his biography, the corporate plan and the  
9 activity report of the RNC.

10 We know that you are the Chief of the  
11 police. Before we talk about the responsibilities of this  
12 position, I'd like you to tell us a bit about your  
13 background. You have provided us with a copy of your  
14 biography, is this a fair and accurate biography?

15 **CHIEF JOE BOLAND:** It is.

16 **MR. PHILIP OSBORNE:** Chief Commissioner,  
17 could this be entered as an exhibit, please?

18 **CHIEF COMMISSIONER MARION BULLER:** Exhibit  
19 39 is the Chief's biography.

20 **--- Exhibit 39:**

21 Biography of Chief Joe Boland (one  
22 page)

23 Witness: Chief Joe Boland, Royal  
24 Newfoundland Constabulary

25 Counsel: Philip Osborne, Government of

1 Newfoundland and Labrador

2 **MR. PHILIP OSBORNE:** Thank you. Without  
3 reading your biography, can you tell us about your  
4 background?

5 **CHIEF JOE BOLAND:** Sure. Before I start.  
6 Chief Commissioner, Commissioners, elders, survivors,  
7 ladies and gentlemen, it is a privilege for me to be here  
8 today. I hope my evidence is helpful.

9 Just to let you know, I joined the RNC in  
10 1983. I come from a family of 11 children, grew up just  
11 in the east end of the city. Never dreamed I'd be here  
12 today as Chief of Police. My background growing up was  
13 really about community and it's about family, and I -- you  
14 know, I'm very thankful for the -- for my parents and for  
15 the values that they instilled in me as a young person.  
16 And, I think I carried those right throughout my career.

17 When I joined the RNC, like many of our  
18 young officers, I was on patrol services. I was quickly  
19 recruited into community service because of my background  
20 from volunteer work to the sports activities within our  
21 community. That guided me throughout the next 36 years of  
22 just about every facet of the organization, from being a  
23 constable, a frontline worker throughout our patrol  
24 division, our criminal investigation division, and then on  
25 to supervisory work in the training division, which led me

1 now to -- and then I became an inspector, on to  
2 superintendent and then to Chief of Police.

3 **MR. PHILIP OSBORNE:** Thank you. What are  
4 your responsibilities as Chief of the RNC?

5 **CHIEF JOE BOLAND:** Many of the  
6 responsibilities, I would say that for the most part, it's  
7 for the operation and administration of the organization,  
8 it's for training and the recruitment of our officers, and  
9 it's for community engagement and really for the safety  
10 and well-being of the communities, where the Royal  
11 Newfoundland Constabulary is responsible for policing in  
12 the Province of Newfoundland and Labrador.

13 **MR. PHILIP OSBORNE:** The RNC doesn't  
14 provide policing throughout the whole province. Can you  
15 tell us what areas of the province the RNC has  
16 jurisdiction?

17 **CHIEF JOE BOLAND:** So, we're responsible  
18 for the Northeast Avalon, Corner Brook Region, Labrador  
19 City, Wabush and Churchill Falls.

20 **MR. PHILIP OSBORNE:** What do you believe is  
21 the role of the police in the province?

22 **CHIEF JOE BOLAND:** The role of the police  
23 in the province is really the safety of our communities  
24 and our citizens. And, while I say that, I don't believe  
25 that we're the only organizations that had that

1 responsibility. I believe we are part of a community of  
2 very capable, caring, concerned residents about our  
3 community, organizations as well. And, I think we're just  
4 one of the many, and I think it's a web of organizations  
5 and individuals.

6 And, if I could just quickly tell you that  
7 I was appointed Chief of Police on July 4<sup>th</sup>, 2017. And,  
8 it was overwhelming, quite frankly, with the response that  
9 I got from our community. It was from many people that I  
10 knew, but there were many people that I didn't know and  
11 organizations who reached out to me and who wanted to make  
12 our community a better place. And, it was quite humbling,  
13 quite frankly, but it was refreshing as well.

14 And so, the challenge for me from that day  
15 till this day is to find out where in our communities do  
16 the police fit. Where should we lead, where should we  
17 follow and where should we support?

18 **MR. PHILIP OSBORNE:** Thank you. You  
19 provided copies of the Royal Newfoundland Constabulary  
20 Corporate Plan and the activity report, and are you able  
21 to speak about these documents?

22 **CHIEF JOE BOLAND:** I can.

23 **MR. PHILIP OSBORNE:** Chief Commissioner, if  
24 I could first have the corporate plan entered as an  
25 exhibit?

1                   **CHIEF COMMISSIONER MARION BULLER:** Yes.

2                   The Royal Newfoundland Constabulary Corporate Plan, 2018  
3                   to 2021, is Exhibit 40, please.

4                   **--- Exhibit 40:**

5                                   Royal Newfoundland Constabulary  
6                                   Corporate Plan 2018-2021 (26 pages)  
7                                   Witness: Chief Joe Boland, Royal  
8                                   Newfoundland Constabulary  
9                                   Counsel: Philip Osborne, Government of  
10                                  Newfoundland and Labrador

11                   **MR. PHILIP OSBORNE:** And, could I also ask  
12                   that the activity report be entered as an exhibit?

13                   **CHIEF COMMISSIONER MARION BULLER:** And then  
14                   the Royal Newfoundland Constabulary Activity Report,  
15                   2016/2017, is Exhibit 41, please.

16                   **--- Exhibit 41:**

17                                   Royal Newfoundland Constabulary  
18                                   Activity Report 2016-2017 (34 pages)  
19                                   Witness: Chief Joe Boland, Royal  
20                                   Newfoundland Constabulary  
21                                   Counsel: Philip Osborne, Government of  
22                                  Newfound-and-Labrador

23                   **MR. PHILIP OSBORNE:** Chief, can you tell us  
24                   about this corporate plan?

25                   **CHIEF JOE BOLAND:** I can, and I'd like to

1 share a story of, really, my thought process and my vision  
2 in relation to the corporate plan.

3 I was very newly appointed as Chief of  
4 Police when I read an article in the local paper, the  
5 Telegram, and it was about an Indigenous woman who worked  
6 at the St. John's Native Friendship Centre, who had come  
7 to our provincial headquarters here in St. John's to  
8 report an attempted sexual assault against her. She  
9 showed up, she had marks on her body, she came in to tell  
10 her story, and she was mistreated, she wasn't believed,  
11 she was told, I guess, to leave without ever taking a  
12 report.

13 You can't imagine how hurt I felt the day  
14 that I read that article. The first thing I thought about  
15 was this woman who showed up looking for help, looking for  
16 help from an organization that really is what we should be  
17 all about. I thought about the article itself and the  
18 damage that it did to others, especially Indigenous  
19 people, who would look to come forward to tell their  
20 story.

21 I also thought about the many officers that  
22 we have that work in our, you know, crimes against  
23 children, or crimes against women, or sexual assaults, I  
24 thought about some of them officers that work every day,  
25 and sometimes don't sleep well at night from the stories

1 that they've heard, things that they've seen.

2 So, you know, when I -- when I was asked to  
3 come today, I wanted to talk to you about what I feel is  
4 the public confidence in policing, and how we can -- how  
5 we can look to change public confidence in policing, and  
6 how important it is in crimes against all our people, but  
7 especially our Indigenous population.

8 So, I set out with regards to looking at  
9 our corporate plan. One of the things that stood out to  
10 me was the slogan that we used was "Safer Communities  
11 Through Policing Excellence." What does that mean? What  
12 does -- does that mean that these communities, our  
13 communities that we police are only going to be as safe as  
14 how good we become as a police service? I don't think so,  
15 and it wasn't a message that many people had told me, when  
16 they contacted me, they wanted to be part of this. So, we  
17 changed that slogan to "Building Safe and Healthy  
18 Communities Together."

19 I thought about words matter. I thought  
20 about that officer and the damage that had been done to  
21 this Indigenous woman and to public confidence in policing  
22 that day. I thought about how often that it happens. And  
23 so, it was important for me to make sure that we developed  
24 core values within the organization that our officers saw  
25 every single day. There was a lot of work that went into



1 the core values, some very talented and gifted and  
2 committed people in the organization helped with the  
3 development.

4 The core values were integrity, respect,  
5 pride, professionalism and team work. And, I wanted to --  
6 first of all, for any person that visited our  
7 organization, that they would see that, that that's what  
8 they should hold us to account for. And, every day that  
9 we came to work, I wanted to make sure that it was on the  
10 wall so that we were reminded daily of what our  
11 responsibility was to the community and to the people that  
12 we police.

13 From there, I wanted to make sure that  
14 every single person in the organization, whether you were  
15 a civilian employee or whether you were a uniformed  
16 officer that you knew exactly what the Chief of Police and  
17 the organization expected of you when you went to work.

18 I delivered a corporate plan. We have a  
19 very young police service. We are perhaps the youngest  
20 police service in Canada with approximately 300 of our  
21 members with less than 14 years of policing experience.  
22 So, it's important for me that they get proper training  
23 and equipment, but it's also important for me that they  
24 have confidence, and they come to work, and that they  
25 understand and I understand that they're going to make

1 mistakes. But, not mistakes that speak to your core  
2 values; not those mistakes. If you come to work and  
3 you're trying your hardest to do the right thing, then I  
4 think our supervisors and the Chief's office need to  
5 support our officers. They're young. The issues that  
6 we're talking about are very complex. They have a very  
7 difficult job.

8                   And, I tell them that. My role as the  
9 Chief of this organization is to make sure that I do what  
10 I can to give them the training, equipment and tools that  
11 they need to do their jobs. But, in that same message, I  
12 tell them that, "You cross the line and you go outside the  
13 core values of the organization, the one that we spell  
14 out, if you go outside the *Royal Newfoundland Constabulary*  
15 *Act*," which also guides our conduct, "if you break the  
16 rules of the *Criminal Code* of this country, then there is  
17 no place in policing for you, and that you have to go find  
18 another career."

19                   And, I can tell you that when I deliver  
20 that message internally, you can see almost to a person  
21 people are saying, officers are saying, "It's about time."  
22 But, I didn't just stop there. I had to make sure that  
23 the community understood what we stood for as well, the  
24 core values. The same presentation that I gave internally  
25 to our organization, I gave externally to all our non-

1 profit organizations, to all our municipalities, to media.

2 I wanted to hold myself accountable as  
3 well. And, I can tell you that if our officers cross the  
4 line, if they step outside the core values of our  
5 organization, if they mistreat people internally or  
6 externally to the organization, then I will do what I can  
7 to rid our organization of those people.

8 **MR. PHILIP OSBORNE:** Thank you. You  
9 mentioned earlier the importance of recruiting. Can you  
10 tell us if the RNC has specific recruitment efforts aimed  
11 towards women and the Indigenous community?

12 **CHIEF JOE BOLAND:** We do. We -- our  
13 recruiting changed this year. We're in a very small  
14 market for recruiting. We compete with the Royal Canadian  
15 Mounted Police and we compete with the military, basically  
16 for the same type of recruit. We were tied into a  
17 Memorial University program that required our -- you know,  
18 people that came to our program that they would spend two  
19 semesters, eight months, at Memorial before they would get  
20 into a foundational training of four months, that they  
21 would come to the RNC to be trained.

22 The issue with it was that we could find  
23 people from the Avalon, the peninsula here, because they  
24 could stay home, and they could go to Memorial, and they  
25 could get their education. But, when we got past what we

1 call here the "overpass", when we got outside of rural  
2 Newfoundland and into Labrador, then it became very  
3 difficult for persons to leave and to come for economic  
4 reasons, from away from their families. There were all  
5 kinds of reasons that became a barrier for us to recruit  
6 people.

7 So, we eliminated the requirement to go to  
8 Memorial for eight months, and now what we require is one-  
9 year post-secondary education. But, then we also went out  
10 and reached into our community. Our police service should  
11 be representative of our community. And, in all our  
12 regions, we have significant populations of Indigenous  
13 persons.

14 And so, we did individual sessions or  
15 special sessions for Indigenous here on the Avalon. We  
16 went to Corner Brook region as well, and we went to Goose  
17 Bay and Labrador. And, the plan going forward is to reach  
18 deeper into our communities. This was our first year.  
19 We had a lot of success. We had many applications from  
20 Indigenous persons interested in policing, but we can  
21 still do more.

22 **MR. PHILIP OSBORNE:** This session is  
23 focused on the tragedy of sexual exploitation, and sexual  
24 violence, and human trafficking. I know that you want to  
25 talk about internal training efforts and joint projects,

1 and we will get to that, but you're specifically asked to  
2 speak today about Operation Northern Spotlight, so I'd  
3 like to start there. Can you tell me about the operation?

4 **CHIEF JOE BOLAND:** So, Operation Northern  
5 Spotlight, I think you heard earlier today, is an RCMP  
6 program that is supported by police services across  
7 Canada. So, we have -- we also support the program. We  
8 started it in 2015, and it has continued till this day.

9 It's persons from our human trafficking  
10 section that take part, also from our ICE unit that does  
11 the intelligence with regards to persons that we target.  
12 What we're looking for, really, in this program is to  
13 identify children that may be at risk to trafficking, sex  
14 trafficking, or to women that are being exploited in the  
15 industry. So, it's not just you go out and just identify  
16 anybody; it's intelligence that's gathered throughout the  
17 year by the Integrated Child Exploitation Unit.

18 We took criticism, as you heard earlier,  
19 and the criticism was perhaps fair. So, this year being  
20 different, two female officers that normally -- it's done  
21 at a hotel. They contact a person by way of -- usually I  
22 think it's over the internet. The person comes to the  
23 hotel, and it's two female officers that's there with a  
24 person of experience, survivor, and also, a person from  
25 the Blue Door Program.

1                   **MR. PHILIP OSBORNE:** What is the Blue Door  
2 Program?

3                   **CHIEF JOE BOLAND:** So, the Blue Door  
4 Program is a program under the umbrella of Thrive, and it  
5 -- really, the Blue Door Program is about, you know,  
6 allowing women to exit the sex work, giving them  
7 opportunities and supports to exit.

8                   **MR. PHILIP OSBORNE:** Do you know who has  
9 avail of this Blue Door Program? Do you have any  
10 information on that?

11                   **CHIEF JOE BOLAND:** Yes. As a matter of  
12 fact, I know that the numbers of people that have been  
13 exposed to the Blue Door Program, they have a waiting  
14 list. There's not enough room in the program for all the  
15 people that want to come in to exit the sex trade. And, I  
16 know that the Indigenous population is overrepresented in  
17 that group.

18                   **MR. PHILIP OSBORNE:** Okay.

19                   **CHIEF JOE BOLAND:** Yes. So, one of the --  
20 some of the criticisms, I guess, was one about, you know,  
21 that night, there's an expectation that there would be  
22 money that would be exchanged. And so, we funded the  
23 program now to make sure that when the woman comes to meet  
24 our officers, that they are given money so that there's an  
25 expectation when they leave that we don't put the person

1 at risk.

2 You know, there's also that there's an  
3 interrogation. So, that was the part of bringing somebody  
4 in with lived experience and someone from the Blue Door  
5 Program so that it's a conversation. It's not about  
6 trying to interrogate.

7 **MR. PHILIP OSBORNE:** Can you tell the  
8 Commission about training and development efforts within  
9 the RNC particularly as it relates to violence prevention?

10 **CHIEF JOE BOLAND:** So, you know, like any  
11 organization, we make sure that our officers are trained  
12 in violence prevention. We do training in gender and  
13 sexual diversity. We have an RNC Diversity Committee that  
14 works hand in hand with the 2SLGBTQ community. I also do  
15 training with First Nations individuals who -- you know,  
16 for sexual and gender and spiritual identities to work  
17 with those groups.

18 We're just beginning -- we touch on -- in  
19 our training, in our peace model training and  
20 interviewing, we touch on trauma-informed training, but it  
21 doesn't go nearly far enough. So, we have -- this year,  
22 we have partnered with the Journey Project, and the  
23 Journey Project is the Public Legal Information  
24 Association of Newfoundland and Labrador. They work in  
25 conjunction with the Newfoundland and Labrador Sexual

1 Assault Crisis and Prevention Centre, and they will  
2 deliver specific training for trauma-informed -- specific  
3 trauma-informed training to our officers, and that is in  
4 development stages, but this is certainly an area where we  
5 indeed are training.

6 **MR. PHILIP OSBORNE:** What about cultural  
7 sensitivity training within the RNC?

8 **CHIEF JOE BOLAND:** Yes. So, after the  
9 incident that we experienced with regards to the  
10 Indigenous woman that came to our headquarters building,  
11 myself and Inspector Sharon Warren -- and Sharon is --  
12 she's a liaison officer from our department with the St.  
13 John's Native Friendship Centre. So, we visited the  
14 centre and we spoke to the Indigenous woman that was  
15 involved, and we also spoke to the president. And, we  
16 talked about, you know, cultural diversity and policing  
17 and having a better understanding of the issues with  
18 culture and Indigenous.

19 And so, I asked that we set up training  
20 sessions. They came first and gave training to senior  
21 management within the organization. I felt that it was  
22 critical that the people that lead and manage our  
23 department that they had a better understanding and they  
24 understood what kinds of training programs that were  
25 available to our members.



1                   And then we put it into our recruit program  
2 training, and it's also built into our training day  
3 program as we're going forward. It's still not in that  
4 program, but it's going into the program. We have  
5 training days for our patrol officers and first  
6 responders. They have one day of training every six  
7 months for -- to address these types of training.

8                   **MR. PHILIP OSBORNE:** Is that the Knowledge  
9 is Power Provincial Working Committee?

10                  **CHIEF JOE BOLAND:** It is.

11                  **MR. PHILIP OSBORNE:** Can you tell the  
12 Commission about any joint projects or initiatives the RNC  
13 is involved with particularly as it relates to violence  
14 prevention?

15                  **CHIEF JOE BOLAND:** So, we sit on many  
16 committees in our organization. And so, Violence  
17 Prevention Committee of Newfoundland and Labrador, Avalon  
18 East District, again, Inspector Warren is the chair of  
19 that committee. They're currently doing an initiative  
20 talking about training boys and men in anti-violence.  
21 It's a very similar one that you would see for the St.  
22 John's Native Centre which Chris Sheppard is heading up.  
23 And, it talks about, "I am a Good Man", and, again, it's  
24 talking about training for boys and men so that they have  
25 a better understanding of the damage that is being done by

1 boys and men in our communities.

2 We sit on committees for violence  
3 prevention in Corner Brook West and also violence  
4 prevention in Labrador. We're on the Newfoundland  
5 Labrador Coalition Against Human Trafficking Committee.

6 **MR. PHILIP OSBORNE:** What's that committee?

7 **CHIEF JOE BOLAND:** So, the aim of it is to  
8 help educate human trafficking through public awareness  
9 and education, services trafficked persons' advocacies and  
10 resources, and training support of law enforcement. What  
11 I say about all of these committees that I'm going to  
12 speak about today, and it goes back to how I feel as Chief  
13 of Police of the RNC is that the issue that we have is  
14 that we don't know because of the lack of confidence and  
15 lack of trust that especially our Indigenous community has  
16 in police. And, it's really, really at the root of what I  
17 would like to see from our organization is to reach out  
18 and to, you know, show that not only do we care, but that  
19 we're going to do something about it.

20 So, again, when I go back and I think about  
21 the corporate plan, and I think, you know what? You come  
22 and you mistreat Indigenous persons, or any persons in our  
23 community, that there's no place in policing. So, it's --  
24 all of this is designed to build confidence so that we can  
25 get a better understanding, and we can get people to come

1 forward and give us their information and make their  
2 reports.

3 Intimate Partner Violence Unit. So,  
4 Intimate Partner Violence Unit, we were given funding  
5 through the Women's Policy Office to hire an analyst, a  
6 crime analyst, and also an investigator. And, the crime  
7 analyst -- so every report that comes in to any of our  
8 officers in relation to domestic violence, intimate  
9 partner violence, goes through the analyst. So, the  
10 analyst looks at that work and gathers the information,  
11 and then gets it connected to -- so it could be a domestic  
12 violence call, but it also could be, you know, damage to a  
13 vehicle. It could be malicious damage to a house. It  
14 could be other areas which an officer in our Patrol  
15 Division wouldn't see, but the Intimate Partner Violence,  
16 they would pick up on it and then they would reach out to  
17 the person who potentially is at risk and make them aware  
18 that these files that are now connected and make sure that  
19 our investigators are aware so that we get out in front of  
20 these domestic violence issues before they ever become an  
21 issue.

22 **MR. PHILIP OSBORNE:** And, does the analyst  
23 look to address unconscious bias?

24 **CHIEF JOE BOLAND:** So, part of the  
25 analyst's work is the reading of the report, is to look at

1 the way the report is written by our officers. And, in  
2 some cases, it's unconscious biases that the officer  
3 doesn't realize that they may be -- because of their own  
4 personal situation, they could be going through a, you  
5 know, divorce, a separation, whatnot. And so, we make  
6 sure that we identify where there's unconscious bias and  
7 that we address it with the supervisors and with the  
8 members.

9 **MR. PHILIP OSBORNE:** And, with respect to -  
10 - still on intimate partner violence, can you tell me  
11 about any initiatives you have taken with the Indigenous  
12 community, the RNC?

13 **CHIEF JOE BOLAND:** So, with the RNC, with  
14 the Mi'kmaw Assembly in Newfoundland and Labrador that  
15 delivered information related to intimate partner violence  
16 at the Prevention of Violence Against Women Conference in  
17 2016, continuously trying to reach out. But, again, I  
18 will tell you that the underreporting of these, you know,  
19 crimes that are against our Indigenous population hasn't  
20 been easy.

21 Just this past week, we had a woman who  
22 was, you know, in a relationship. And, we got a call from  
23 a neighbour. We went. The woman didn't wish to speak to  
24 police. Three small children, went to the Iris Kirby  
25 House. We work with the St. John's Native Friendship

1 Centre to try to encourage the woman to come forward and  
2 speak to our officers.

3 **MR. PHILIP OSBORNE:** Can you tell me about  
4 the dancers and drummers of the New Dawn?

5 **CHIEF JOE BOLAND:** So, that's in Corner  
6 Brook. You know, Corner Brook has a significant  
7 population of Indigenous. And so, we have the drummers  
8 and dancers of New Dawn, a violence program for Indigenous  
9 youth in the Corner Brook Region. We have the Moose Hide  
10 Campaign. It's a movement of Aboriginal and non-  
11 Aboriginal people who stand up against violence towards  
12 women and children. And, the Junior Police Academy called  
13 Killdevil Academy in Corner Brook. Yes, We Can Project is  
14 held by the Aboriginal Peoples Council. It's part of  
15 research in gathering of Murdered and Missing Aboriginal  
16 Women and Girls Inquiry. Caribou Legs. RNC members in  
17 Corner Brook Region attend reception, smudging and taking  
18 circles with Caribou Legs. And, it's all about trying to  
19 build more of awareness and have our officers more  
20 educated into, you know, the culture, the Aboriginal -- or  
21 the Indigenous cultures.

22 We have -- we're on Living in Community  
23 here in the city, and Living in Community really is about  
24 sex work in the downtown area. It's an initiative that  
25 was started by the City of St. John's. And, we sit on

1 that with many other organizations, including persons with  
2 lived experience.

3 I personally sit on the Minister's  
4 Committee on Violence Against Women and Girls. One of the  
5 new initiatives that we're undertaking right now is called  
6 "Third Party Reporting." It's not new to Canada, but it's  
7 new to Newfoundland. And, that program, which I fully  
8 embrace, is really about empowering women to come forward.  
9 When we just talked about the lack of trust in policing,  
10 the third party really in this is, you know, a person,  
11 it's a woman or it's a girl who is not willing or doesn't  
12 have trust in the police to come forward and give their  
13 story or make their complaint to the police. And but it  
14 allows them to go to a trusted third party. And so they  
15 give their statement and sometimes there's evidence that's  
16 taken. And the survivor's name is never put on the  
17 report. The report is then registered with the police, so  
18 we have the information.

19 So if, for instance, there was a -- you  
20 know, several incidents involving the same suspect, then  
21 we'd be able to go back through the third party to see if  
22 the survivors were willing to come forward. With strength  
23 in numbers sometimes we get survivors that will come  
24 forward.

25 And or if we see, you know, that the same

1 suspect is involved in, again, multiple offences, then we  
2 will set up operations so that we got the information.  
3 And even though we don't know who the victim is, there's  
4 no reason why we couldn't target the suspect beforehand.

5 So we're in the process that we're actively  
6 pursuing third-party recording. It'll be -- it'll start -  
7 - so I think there's going to be pilot throughout  
8 different areas of the province, both St. Johns and the  
9 Northeast Avalon will be one of the areas that we will  
10 pilot the program.

11 **MR. PHILIP OSBORNE:** I just want to go back  
12 to living in community just for one second. You're  
13 working with sex workers and youth, trying to build trust  
14 and confidence. Can you tell the Commission some of the  
15 challenges you face in this regard?

16 **CHIEF JOE BOLAND:** Yeah, it really is  
17 frustrating sometimes and challenging. You know, I can  
18 sit in boardrooms with heads of departments and it's very  
19 cordial. We get along. We have great ideas. I can reach  
20 into our department. I have reached into the department.  
21 I have workers from our Major Crimes section, Intimate  
22 Partner Violence, Human Trafficking, the Sexual Assault  
23 section, that have gone down and tried to work with  
24 persons with lived experience, and reach out to women who  
25 are -- the women who I'm talking about now are the most

1 vulnerable that are in our community as I see it -- and  
2 trying to build that trust and it has been difficult.

3 And here's why it's so difficult is that at  
4 2 o'clock or 2:30 in the morning when a resident calls our  
5 department to make a complaint that there's a person in  
6 the middle of the street, they could be exposing  
7 themselves, it could be because of alcohol or drugs,  
8 causing a disturbance, and the officer shows up, it's  
9 there where the trust in police gets broken. There are no  
10 supports really for the person that's that night in  
11 crisis. The only option that officer has is to either  
12 walk away or to arrest and detain and lock up the person.

13 And, you know, I sympathize with the  
14 officers because they have a chief of police who has  
15 publically said that incarceration is not the answer.  
16 These are not -- it should not be considered justice  
17 issues. And yet he has a person that's living in the  
18 community and has the rightful and lawful, you know, to  
19 have -- to enjoy their property just like all of us. And  
20 so if the officer doesn't do something, there's a  
21 complaint issue to the department. And if the officer  
22 does do something it really, really flies against what  
23 we've been telling the officers in our department that  
24 these are not, you know, justice issues.

25 It's very simple and I guess this is the



1 frustrating part of it is that the simple is that there  
2 should be no to low barrier shelters in this case. There  
3 should be support. And, I mean, how do we build a  
4 relationship when what's available to us just don't work?  
5 And sometimes that's the frustrating part about policing  
6 is that, at the end of the day, we're the ones -- we're  
7 the last ones there. And when other organizations are not  
8 funded properly, then, you know, we have to take a  
9 position. And sometimes that position, whichever way --  
10 whatever position you take there'll be controversy. And  
11 I'll speak a little bit more to that when I talk about  
12 mental health and addictions.

13 **MR. PHILIP OSBORNE:** Can you tell us about  
14 some other programs, education in the schools?

15 **CHIEF JOE BOLAND:** So we deliver the  
16 D.A.R.E. program, which is the Drug Abuse Resistance  
17 Education. And that is delivered to every single student  
18 in Grade 6 in our community. And while the program talks  
19 about, you know, being able to identify and it gives you  
20 certain skills in relation to resistance, really, it's a  
21 program also that's designed to build confidence within  
22 our policing community within our youth. And that starts  
23 at Grade 6.

24 And we continue on to deliver the STRIVE  
25 program to the Grade 8 students, which is a continuation

1 of building that relationship. And STRIVE stands for  
2 Students Taking Responsibility in Violence Education.  
3 Again, it's a program that's designed in response to  
4 requests from schools for police to speak to students  
5 about bullying and violence. Again, I said it's delivered  
6 to all our Grade 8 students.

7 We just started the program with  
8 relationships first. We have three of our officers that  
9 have been trained, our community services officers trained  
10 in relationships first. And the basis of that program is  
11 that -- is to get away from thinking that it's all about  
12 justice and to develop skills that allow people to resolve  
13 conflict in a different way. And it's building those  
14 kinds of skills that allow us -- even adults, talking to  
15 adults, that when we have conflict that we build the  
16 skills that allows us to resolve it without violence of  
17 bullying or intimidation involved.

18 We just started a new program. We have a  
19 Mounted unit here on the Northeast Avalon. It's -- we  
20 decided that -- to team up with Stella's Circle and the  
21 Avalon Equestrian Association to deliver equine therapy.  
22 And, again, this is -- it's very new to us. We have one  
23 of our officers that suffered from post-traumatic stress  
24 disorder. She was a very gifted officer in our  
25 organization who, quite frankly, because she was so gifted

1 she took on most of the hard files and suffered from post-  
2 traumatic stress disorder. She left our organization for  
3 two years and I wasn't sure she'd ever come back.

4 And she's back. We put her into the equine  
5 therapy program. She's going to head up that program.  
6 Again, very gifted, skilled and committed officer, so  
7 we're excited about that program and where that can go.

8 And the basis for that program really is to  
9 allow people to come down and to be around the animals.  
10 It could be from brushing them down to cleaning out  
11 stables, or just being around the horses so that they open  
12 up to therapists and they can share their stories.

13 And also part of that whole new wellness  
14 initiative here in the Avalon is with Government House and  
15 with Lieutenant-Governor and she wants to expand that even  
16 further to get into horticultural therapy as well.

17 **MR. PHILIP OSBORNE:** Are you engaging the  
18 media to help raise awareness?

19 **CHIEF JOE BOLAND:** It's interesting in  
20 relation to the media, as I said, you know, my role as the  
21 Chief of Police is to find out where we fit. And what  
22 I'll say is that the issues that we have in our  
23 communities are so complex. It's not just on the police  
24 or it's not on the Department of Health. It's on us all.  
25 And that includes the media.

1                   And I've engaged the media in other  
2 initiatives. One was the traffic initiative that was here  
3 on the Avalon. And the approach that we took with the  
4 media is, look, we're not looking for the media to be our  
5 friends. We're looking to the media to help us. We don't  
6 expect the media to compromise their journalistic  
7 integrity. We don't expect them to play special favours  
8 and not report. Because as I told them, when they do  
9 report on -- especially on this conduct of officers, then  
10 that helps me. It doesn't hurt me, quite frankly.

11                   What I found with the program that we did  
12 with traffic, with the traffic initiative, the media are  
13 very gifted. They're very creative. They have an  
14 understanding of how to capture people's attention and get  
15 the message across. And so we're going to enter into an  
16 agreement. We just sat down with them recently. We're  
17 going to open up our world to them without compromising  
18 investigations, without compromising the people's  
19 identity, but we're going to let them into our world and  
20 let them see the difficulties that we face. And we're  
21 going to work with them to deliver up messages, real  
22 messages into our communities to bring about greater  
23 awareness.

24                   **MR. PHILIP OSBORNE:** You've -- I just  
25 mentioned a moment ago that mental health and addictions

1 is a priority for the RNC. Can you explain?

2 **CHIEF JOE BOLAND:** It is. And I want to  
3 share another story with you. And this was a story when I  
4 was working on a Sunday morning and one of the supervisors  
5 came in. It was a call on a Friday night where an 18-year  
6 old Memorial University student went home. She was in  
7 exam period. And she had a breakdown. She had a mental  
8 health crisis breakdown. And the family, that have no  
9 history with the police, this young girl had no history of  
10 mental health. She simply had a mental health crisis  
11 breakdown. They called 911 and the 911 operator hearing  
12 the call and the disturbance in the background put the  
13 call through to the RNC, to us. We sent two cars and a  
14 supervisor to the call.

15 When we got into the residence, the young  
16 girl was in the kitchen and her crisis escalated. She  
17 came after one of our officers, she managed to grab one of  
18 the officers. She ended up being put on the kitchen floor  
19 to be handcuffed. While she was on the floor, she took  
20 her face and she smashed it into the floor. Now, does  
21 that sound like -- what we have was a health issue which  
22 you can imagine where this call is now going.

23 So, our officers removed the young girl  
24 from the home, with the mother screaming at the officer  
25 saying, "If I had known, I would never, ever have called

1 the police." So, the supervisor was so upset -- so you  
2 imagine -- so we end up going to the emergency department  
3 at the health science centre and sitting in the emergency  
4 department with this young girl handcuffed. Completely  
5 treating her like a criminal. And, that was the way for  
6 my career, quite frankly, that we treated calls of mental  
7 health crisis in our communities. When families would  
8 reach out to police, the response would be a uniformed  
9 officer going in. And, if the person in crisis stated  
10 that they were going to do self-harm or thoughts of  
11 suicide, then we would have to search, handcuff and remove  
12 the person from the home, and then sit in psychiatric  
13 wards or emergency departments with two officers for  
14 hours, really treating this person like a criminal.

15 And, it was that Monday morning that I said  
16 I was the superintendent at the time. I listened to the  
17 supervisor. And, I said, this has got to change. And, a  
18 new change may be tough, but I knew it had to be done.  
19 And, it took four years. It took four years to change it,  
20 and it was a -- there was an all-party committee set up in  
21 the province to look at mental health and addictions in  
22 our province, and we weren't invited. The police wasn't  
23 invited, oddly enough, to the committee, but I wrote and  
24 asked if I could present. And, when I presented after a  
25 45-minute presentation to the Minister of Health, Dr. John

1 Haggie, he asked me two questions. First, why are you  
2 presenting on a health issue? And, secondly, I presented  
3 on the Memphis model, which is the plain clothes response,  
4 plain clothes officer with a health care provider in an  
5 unmarked vehicle. And, he wanted to know how come it  
6 wasn't done. And, I told him, I'm four years trying to  
7 get it going. He said, "Do up the implementation plan, it  
8 will be implemented." Six months later, we had that  
9 program up and going. We have it here on the Northeast  
10 Avalon. It's into Labrador City Region, and we will put  
11 it into Corner Brook before the end of March, and my  
12 understanding is that the RCMP will also implement that  
13 program throughout the province.

14 So, it's -- you know, you just think about  
15 the difference, the difference between the relationship  
16 between health and justice and -- you know, that unit is  
17 located right in our police station. I think we're the  
18 only perhaps police service in the country that has it.  
19 But now we give a health response, and our members that  
20 are assigned to that, they're simply for the safety. But,  
21 when you go every single day with health care providers  
22 and professionals, you're going to learn a lot. You're  
23 going to learn a lot more than you would in a two or  
24 three-day mental health training program.

25 **MR. PHILIP OSBORNE:** Thank you. I realize

1 I've only got a minute or two left. You indicated to me  
2 that you had some closing remarks that you'd like to make?

3 **CHIEF JOE BOLAND:** I'd just like to read a  
4 statement, if I could, in closing. In closing, I would  
5 like to emphasize the importance of public confidence in  
6 policing and its direct impact on crime. When residents  
7 lose confidence in their police service, they respond by  
8 refusing to report crimes to the police. This leaves our  
9 communities and residents more vulnerable and empowers  
10 perpetrators to continue and even escalate their criminal  
11 activity. Lack of confidence in police is a particularly  
12 significant issue for Indigenous persons who, for decades,  
13 have struggled with a police culture that lacks  
14 sensitivity and awareness of both the strengths and the  
15 challenges faced by the Indigenous persons within our  
16 society.

17 As Chief of Police of the Royal  
18 Newfoundland Constabulary, I recognize the needs for all  
19 police service to continue to strengthen our relationship  
20 with Indigenous persons and increase culture sensitivity  
21 and awareness in our members through education, training  
22 and positive goal-related partnerships.

23 The Royal Newfoundland Constabulary as a  
24 police culture is in transition, and I firmly believe we  
25 are headed in the right direction, though I recognize that



1 lack of trust, which has developed and been sustained over  
2 many years, will take time to remedy.

3 The police are but one of many  
4 organizations responsible for the health and safety of our  
5 Indigenous population, and our role intersects with  
6 support and supports the work of those other  
7 organizations. The Royal Newfoundland Constabulary will  
8 continue to work with our partners in the Indigenous  
9 community, as well as all our community partners to remove  
10 barriers and open communication and address factors which  
11 have served to erode Indigenous person's confidence in the  
12 police historically.

13 It will take time to build all the  
14 necessary bridges and remove all the unnecessary  
15 roadblocks, but I am confident that we will all be  
16 enriched through the process. And, together, we will  
17 benefit from enhanced public safety and a strengthened  
18 community. Thank you for allowing me to come and speak  
19 today.

20 **MS. MEREDITH PORTER:** Okay. Thank you.  
21 Thank you, Chief Boland. And, thank you, Mr. Osborne.  
22 Chief Commissioner and Commissioners, that completes the  
23 testimony from the four witnesses on this first panel,  
24 this first hearing panel. I would like at this time to  
25 request a 15-minute break, so that the parties with

1 standing can attend the completion of the verification  
2 process and we can move then into the cross-examination of  
3 the witnesses.

4 **CHIEF COMMISSIONER MARION BULLER:** Sure.  
5 Fifteen minutes.

6 **MS. MEREDITH PORTER:** Thank you. So, if  
7 the parties with standing could attend their room  
8 downstairs and confirm their intentions to cross-examine  
9 and the order of cross-examination with my colleague,  
10 Shelby Thomas, that would be great.

11 --- Upon recessing at 14:07

12 --- Upon resuming at 14:27

13 **MS. MEREDITH PORTER:** Thank you. If I  
14 could ask everybody to take their seats and another  
15 reminder to turn the ringers on your phones off. We'll  
16 get started with the cross-examination of the witnesses.  
17 Chief Commissioner and Commissioners, as you're aware,  
18 participatory rights of the parties with standing includes  
19 respectful cross-examination of witnesses who provide  
20 testimony to the Inquiry. The time that parties are  
21 allocated varies, so we do use a time clock in order to  
22 keep a record of the time allotted to each party as they  
23 come to the podium. And, there are two podiums, one on  
24 the right and one on the left, and parties are invited to  
25 pose their questions from either of the podiums.

1           The time that each party is given will be  
2           put up on the time clock and will countdown to zero with a  
3           green light showing while you have time left. Once you  
4           have reached zero and your time is up, the clock will then  
5           start to count up again, but the red light will be on and  
6           that will be an indication of how much time, in fact, you  
7           have gone over in your questions for the witnesses. So,  
8           if it looks like you have time left, but the red light is  
9           on, you have actually, in fact, gone over. So, I know  
10          that that is a confusing way of keeping time, but that's  
11          what we're presented with.

12                 So, the first party that I'd like to invite  
13          up to the podium is from the Assembly of First Nations.  
14          And, questioning the witnesses on behalf of the Assembly  
15          of First Nations is Mr. Stuart Wuttke, and Mr. Wuttke will  
16          have ten and a half minutes for his questions.

17          **--- CROSS-EXAMINATION BY MR. STUART WUTTKE:**

18                         **MR. STUART WUTTKE:** Good afternoon. My  
19          name is Stuart Wuttke. I'm general counsel with the  
20          Assembly of First Nations. I would like to thank you for  
21          coming here. Before I start my questioning, I would like  
22          to acknowledge the territory of the Mi'kmaw peoples.

23                         The first questions I'll ask is to -- for  
24          you, Assistant Commissioner Crampton. You mentioned that  
25          human trafficking is underreported. Would it be safe to

1 say that a large part of that is a result of mistrust  
2 First Nations people have with police forces?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
4 think it would be fair to say that some of it certainly is  
5 as a result of that.

6 **MR. STUART WUTTKE:** And, you also mentioned  
7 that -- I mean with respect to the underreporting and the  
8 quality of data that's available, is the RCMP undertaking  
9 any qualitative research at this time on human  
10 trafficking?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
12 Not currently, not since the last threat assessment that I  
13 mentioned, Project Safekeeping. But, going forward, that  
14 is certainly something that will be considered by the  
15 Human Trafficking Coordination Centre as we continue to  
16 revitalize the unit, and do more hiring into the unit and  
17 look at what initiatives we need to take on now.

18 **MR. STUART WUTTKE:** And, do you have any  
19 time frames of when this research may begin?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
21 No, I'm sorry, I wouldn't at this time.

22 **MR. STUART WUTTKE:** Okay, thank you. And,  
23 with respect to the research that may be undertaken, will  
24 there be a specific First Nation focus on human  
25 trafficking?

1                                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

2           Yes. I would say anything that we take on going forward  
3           in terms of the initiatives that I have outlined, such as  
4           renewing policy, looking at our national strategy,  
5           renewing our posters, the toolkits, all of that will  
6           incorporate an Indigenous opinion and perspective. And,  
7           we have several ways of doing that, if I may address that.

8                                   **MR. STUART WUTTKE:** Sure.

9                                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** In  
10          each of our provinces, we have a Commanding Officers  
11          Aboriginal Advisory Committee. As well, the Commissioner  
12          has a Commissioner's Advisory Committee, and we also have  
13          a Circle of Change, which incorporates Indigenous  
14          perspectives from right across the country, and that group  
15          has been in place since 2016 and has provided some very  
16          valuable guidance and information with regard to missing  
17          persons. And so, I can see that as a great venue for us  
18          to take any new policy or any new initiatives, and receive  
19          some perspective from there as well. So, we have several  
20          different avenues in addition to the organizations that  
21          exist as well.

22                                   **MR. STUART WUTTKE:** All right, thank you.  
23          And, moving on to training, this Inquiry has heard about -  
24          - quite a bit about the role of Child and Family Services  
25          and, you know, the vulnerability it imposes on young First

1 Nations children and teenagers. As far as the training  
2 that's being developed by the RCMP, is there any efforts  
3 to reach out to teens and First Nation children that have  
4 been apprehended by the Child and Family Services system?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 Not that I'm aware of at this point. Any of the human  
7 trafficking training is not done in conjunction with the  
8 Child and Family Services, the two training programs that  
9 I mentioned. More of our domestic violence programs are  
10 done in conjunction with those particular units.

11 **MR. STUART WUTTKE:** Any training for  
12 potential foster homes or group homes in human  
13 trafficking?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

15 Yes, those are some of our target areas in terms of  
16 providing guidance and information and awareness.

17 **MR. STUART WUTTKE:** To the group homes or  
18 to the foster homes, or both?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

20 Sorry, more to group homes, yes.

21 **MR. STUART WUTTKE:** So, for foster parents,  
22 you don't offer much training, would that be safe to say?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** It  
24 would only be in a public venue, but that's a very good  
25 idea and a very good suggestion.

1                   **MR. STUART WUTTKE:** All right, thank you.  
2                   You also mentioned that many victims in human trafficking  
3                   don't realize they were being exploited. Would you also  
4                   agree -- or basically would you agree that a child that  
5                   has been removed from their homes, from the communities,  
6                   from loving families, also removed from their culture,  
7                   really grow up with unique vulnerabilities that other  
8                   First Nations children may not have?

9                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
10                  Yes, I would agree with that.

11                  **MR. STUART WUTTKE:** And, would you also  
12                  agree that a child that's devoid of their cultural roots  
13                  and their identity puts them more at risk for human  
14                  trafficking?

15                  **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
16                  Yes, because I think they're in a situation that's unknown  
17                  to them, and they maybe don't have the same supports that  
18                  they would if they were in their community and with their  
19                  culture.

20                  **MR. STUART WUTTKE:** And, living in a foster  
21                  home with uncaring guardians would also contribute to that  
22                  vulnerability to human trafficking, hooking up with other  
23                  individuals, would that be safe to say?

24                  **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
25                  Absolutely. Yes.

1                   **MR. STUART WUTTKE:** You also mentioned that  
2 the RCMP have developed posters, trainer training products  
3 and other products for individuals. How effective is that  
4 to, you know, young First Nations individuals, young  
5 teenagers who may see the poster but generally don't pay  
6 attention?

7                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
8 Generally, the posters are presented in conjunction with a  
9 training program. So, the toolkits are sent to various  
10 groups and presented to youth in schools, or youth in  
11 communities, or at various events, conferences. And so,  
12 it's not just that the poster is necessarily there, but  
13 it's presented in conjunction with other information as  
14 well.

15                   **MR. STUART WUTTKE:** Okay, thank you. And,  
16 with respect to human trafficking itself, how does the  
17 RCMP deal with victims where they're taken to the United  
18 States or other countries?

19                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
20 So, we have a Liaison Officer Program that we have members  
21 posted all around the world in various locations and we  
22 work with those liaison officers who assist as they -- as  
23 the title is, a liaison with other agencies around the  
24 world, which help us to work with other police agencies.

25                   **MR. STUART WUTTKE:** Okay, thank you. And,



1 with respect to First Nations victims in their reporting,  
2 we have heard time and time again there are a number of  
3 court cases that deal with the negative inferences First  
4 Nations have, especially when, you know, police reports or  
5 Crown prosecutors refer to Native people as "the Natives",  
6 "prostitutes", all these other labels. Given the  
7 labelling that takes place, how does that impact on actors  
8 within the first -- I mean, actors within the police  
9 forces dealing children that are in youth in trafficking?

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

11 I'm sorry, I don't know that I understand your question.

12 **MR. STUART WUTTKE:** Let me rephrase it.

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

14 Sorry.

15 **MR. STUART WUTTKE:** Right now, there's  
16 quite a bit of labelling that happens with First Nation  
17 individuals.

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

19 Okay.

20 **MR. STUART WUTTKE:** So, if they're labelled  
21 as a Native person, if they're labelled as a prostitute  
22 and those other type of labels, how likely is it that  
23 there would be really dedicated efforts to assist these  
24 individuals?

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I

1 would like to think that the labelling is going away. I  
2 know what you're saying, and I agree, the labelling has  
3 existed, but I would like to think that we're taking steps  
4 to make sure that we're eradicating that type of dialogue  
5 and that type of talk within our agencies. And,  
6 regardless of who the victim is or the survivor is, we  
7 need to provide fair and impartial policing. So, that's  
8 something that's taught right from the time someone joins  
9 the RCMP until -- all throughout their service. It's part  
10 of our service standards, and it's engrained in how we  
11 operate.

12 **MR. STUART WUTTKE:** Thank you. And, that  
13 question is for both yourself, Commissioner Crampton, and  
14 also Inspector Chalk, you both talked about a level of  
15 mistrust that First Nation individuals have with the  
16 police and how this is effectively -- acts as a barrier in  
17 dealing with human trafficking. How does one reconcile  
18 the fact that many First Nations people have negative  
19 contacts with the police? I mean, there's  
20 overrepresentation of offenders, there's overcharging,  
21 there's being charged with more serious offences. Many  
22 children see their parents mistreated by police officers.  
23 I mean, there's a whole lifetime of negative interactions  
24 with the police officers.

25 And, on the other hand, you want

1 individuals to come forward to trust police. And, really,  
2 there's that discriminatory -- I mean, discriminatory  
3 aspect that the police forces are trying to eliminate, how  
4 does one essentially deal with these conflicting ---

5 **INSPECTOR TINA CHALK:** Thank you. For us,  
6 as I spoke to, is that positive engagement process. So, I  
7 talked about the Missing Person Awareness Day for example.  
8 I think that sometimes it's a one-on-one process. I know  
9 it's a huge issue, but I can say, even when I was in  
10 Manitoulin last week, I spoke to a lady there, and she had  
11 some very negative comments towards the OPP that she  
12 expressed, but we were able to sit down and actually speak  
13 to them. And, I'm not -- I don't know that I convinced  
14 her, but I certainly had an opportunity to give her an  
15 insight to an officer who does care. And, I think we have  
16 to do that more. We have to make sure that that  
17 engagement happens so that they see that the officers are  
18 compassionate.

19 **MR. STUART WUTTKE:** Thank you. So, the  
20 next question will be for yourself, Inspector Chalk. Now,  
21 you talked about policing in northern areas and  
22 interacting with the First Nation police forces in  
23 northern Ontario and other places. Many of the First  
24 Nation police forces only offer frontline services, are  
25 you aware of that?

1                   **INSPECTOR TINA CHALK:** I am aware of that.

2                   **MR. STUART WUTTKE:** And, are you also aware  
3 that many First Nation police forces are not considered an  
4 essential program or an essential service?

5                   **INSPECTOR TINA CHALK:** Yes.

6                   **MR. STUART WUTTKE:** And, as a result, they  
7 don't have funding to have sexual assault units, gang  
8 units or other dedicated units?

9                   **INSPECTOR TINA CHALK:** Correct. And, that  
10 is a very large problem.

11                   **MR. STUART WUTTKE:** Would you support our  
12 recommendation that First Nation police agencies be  
13 provided or designated as essential services and provided  
14 with appropriate funding?

15                   **INSPECTOR TINA CHALK:** Absolutely.  
16 Anything that can assist any police officer in Ontario to  
17 understand these things and -- especially officers,  
18 absolutely. And, we, in the OPP, we support First Nations  
19 police services by doing those cases and assisting them  
20 and a lot of training, but, absolutely, anything to make  
21 anyone better in policing.

22                   **MR. STUART WUTTKE:** All right. Thank you.  
23 I ran out of time. Thank you.

24                   **MS. MEREDITH PORTER:** Thank you. The next  
25 party I would like to invite to the podium is from

1 NunatuKavut Community Council, Mr. Roy Stewart will have  
2 five and a half minutes for questioning.

3 **--- CROSS-EXAMINATION BY MR. ROY STEWART:**

4 **MR. ROY STEWART:** Good afternoon, everyone.  
5 Before I start, I would just like to, same as Stuart just  
6 did, acknowledge the Mi'kmaq territory that we're on and  
7 give thanks to them.

8 So, I'm Roy Stewart, fortunate enough to be  
9 here representing the NunatuKavut Community Council, which  
10 is the representative organization for approximately 6,000  
11 Inuit peoples in central and southern Labrador, so not too  
12 far from where we are today. And, my questions this  
13 morning are for you, Assistant Commissioner Crampton.

14 This morning, you explained how predators  
15 may use the internet as a tool, whether it's social media,  
16 such as Facebook, or Instagram, or Kijiji or whatnot, as a  
17 means of recruitment for sexual exploitation. And,  
18 related to this online presence, we had heard at a  
19 previous hearing the need for online support systems for  
20 Indigenous 2SLGBTQA youth who don't necessarily have  
21 support systems in their own northern or remote  
22 communities.

23 So, after listening to you this morning and  
24 reading the materials provided, these online support  
25 networks that these Indigenous youths are encouraged to

1 access or seek out, almost seems like this is just another  
2 avenue for potential predators to utilize. And so, I was  
3 just wondering, in your work, has this specific issue  
4 relating to the online presence of these specific  
5 Indigenous youths and potential sexual exploitation?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
7 can't speak to that specifically, in terms of specific  
8 cases. But, I certainly see what you're saying, that  
9 there would be potential for exploitation. However, in  
10 today's world, that's certainly an avenue where youth are  
11 very comfortable communicating, so I think there's pros  
12 and cons to having online support. Online support is more  
13 comfortable for the youth versus -- I mean, I think it's a  
14 matter of education I guess, to make sure that they are  
15 safe while using the internet, but providing that type of  
16 access would be very valuable.

17 **MR. ROY STEWART:** So, if these Indigenous  
18 youth are -- continue with this method of -- or the  
19 support network mechanism, do you think that that's an  
20 area or an avenue that the RCMP should be specifically  
21 focusing on as -- in addressing trafficking and sexual  
22 exploitation?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** We  
24 do through social media. There's, you know, social media  
25 messaging that goes out at certain times of the year, when

1 we have different campaigns on the go right across the  
2 country. So, that's one way we connect with youth, but it  
3 would be a good idea, perhaps, to be engaged. And, I  
4 don't know if they would want us to be part of the support  
5 network, but certainly to be providing advice there and  
6 maybe being engaged in an avenue like that would be a good  
7 benefit.

8 **MR. ROY STEWART:** Okay. My next question  
9 is related to Exhibit 5, the Domestic Human Trafficking  
10 document. At page 17 of that document, it just details  
11 locations where victims are often targeted, and included  
12 in those are youth drop-in centres, shelters and group  
13 homes, and it identifies these areas as an emerging trend  
14 where people are targeting. And, I was just wondering, is  
15 there a process in place for Indigenous communities and  
16 the RCMP to collaborate regarding the training and  
17 education on the, I guess, signs and indicators of any  
18 sexual exploitation or trafficking that may be potential  
19 or have occurred with youth in those settings?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
21 Absolutely. As I mentioned, going forward, that's an area  
22 that we're looking at in ways of collaborating. We've  
23 also talked about having an elder be able to assist the  
24 National Coordination Centre and be there as a support for  
25 the centre and someone that we could go to in addition to

1 the Circle of Change, as well as the various other  
2 Aboriginal committees that we have across the country.

3 So, I see a lot of opportunity there.  
4 Plus, of course, there's the national groups that we can  
5 speak to and look to for guidance. I think there's a lot  
6 we can learn there.

7 **MR. ROY STEWART:** Okay. So, just for the  
8 NunatuKavut Community Council for example, they're not  
9 represented by any of the national Inuit organizations.  
10 So, when you speak of, like a national ---

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
12 Okay.

13 **MR. ROY STEWART:** --- approach, under that,  
14 would there be regional dialogue or regional partnerships  
15 or agreements that groups such as the Inuit of NunatuKavut  
16 could be channelled through?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
18 Yes, absolutely. We have connections in each one of our  
19 provinces and territories that we would be looking to  
20 speak to to find out who they partner with, and from  
21 there, I'm certain it would touch your community as well.

22 **MR. ROY STEWART:** Perfect. Thanks. I'm  
23 nearly out of time, so I'll let the next person come up.  
24 Thank you.

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**



1 Thank you.

2 **MS. MEREDITH PORTER:** Thank you. The next  
3 party I would like to invite to the podium is from  
4 Pauktuutit Inuit Women of Canada, et al. I would like to  
5 invite Beth Symes, and Ms. Symes will have seven and a  
6 half minutes.

7 **--- CROSS-EXAMINATION BY MS. BETH SYMES:**

8 **MS. BETH SYMES:** Thank you. Good  
9 afternoon. I'd like to acknowledge being present on the  
10 Mi'kmaq territories and to thank Sarah for tending the  
11 qulliq today.

12 My questions really will be to Assistant  
13 Commissioner Crampton and to Inspector Chalk, and I will  
14 ask questions about human trafficking of Inuit women and  
15 girls. I, sort of, wished that we had heard the witnesses  
16 from panel 2 before I got to ask you these questions  
17 because they will talk about lived experience and the  
18 problems of trafficking in Ottawa, and other areas. But,  
19 without that, let me try and do it through some reports.

20 Last week, I sent to your counsel reports  
21 with respect to Inuit, and I understand that they were  
22 sent onto you. The first one is Understanding the Needs  
23 of Urban Inuit Women, the final report of Pauktuutit,  
24 April 2017. Have both of you read that report?

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Yes, I have.

2 MS. BETH SYMES: Okay. And, able to answer  
3 questions generally about it?

4 ASSISTANT COMMISSIONER JOANNE CRAMPTON: I  
5 assume.

6 MS. BETH SYMES: I'm going to ask that that  
7 be the next exhibit, please.

8 CHIEF COMMISSIONER MARION BULLER: Do we  
9 have a copy?

10 MS. MEREDITH PORTER: Yes, I believe that  
11 they were sent out electronically.

12 MS. BETH SYMES: Could you hold the time,  
13 please?

14 MS. MEREDITH PORTER: If we could just hold  
15 the time -- yes, hold the time for a moment, please.

16 CHIEF COMMISSIONER MARION BULLER: But, do  
17 we have a hard copy to mark?

18 MS. MEREDITH PORTER: Registrar? Yes.

19 CHIEF COMMISSIONER MARION BULLER: I should  
20 have known he'd have one. Okay. So, the Understanding  
21 the Needs of Urban Inuit Women will be Exhibit 42, please.

22 --- EXHIBIT NO. 42:

23 "Understanding the Needs of Urban  
24 Inuit Women - Final Report,"  
25 Pauktuutit Inuit Women of Canada,

1 April 2017 (46 pages)  
2 Witnesses: Assistant Commissioner  
3 Joanne Crampton & Inspector Tina Chalk  
4 Counsel: Beth Symes

5 **MS. BETH SYMES:** Thank you. And the second  
6 report I sent was Trafficking of Aboriginal Women and  
7 Girls. This is a report dated May 2014 of the Red Willow  
8 Consulting Inc., Dr. Eve Allen and Peggy Kampouris, K-A-M-  
9 P-O-U-R-I-S, and it's prepared for the Public Safety  
10 Canada. Both of you have read that?

11 **INSPECTOR TINA CHALK:** Yes, I have.

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
13 Yes, I have.

14 **MS. BETH SYMES:** And able to answer  
15 questions?

16 **INSPECTOR TINA CHALK:** Yes.

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
18 Yes.

19 **MS. BETH SYMES:** Could it be the next  
20 exhibit, please?

21 **CHIEF COMMISSIONER MARION BULLER:** Yes,  
22 Trafficking of Aboriginal Women and Girls 2014 is Exhibit  
23 43, please.

24 **--- EXHIBIT NO. 43:**

25 "Trafficking of Aboriginal Women and

1 Girls," report prepared for Research  
2 and Analysis Division - Community  
3 Safety and Countering Crime Branch,  
4 Public Safety Canada, May 2014, ISBN  
5 978-1-100-23756-5 (82 pages)  
6 Witness: Assistant Commissioner Joanne  
7 Crampton & Inspector Tina Chalk  
8 Counsel: Beth Symes

9 **MS. BETH SYMES:** And as I've said, I'm  
10 going to focus in on Section 9.3, which is called "The  
11 North."

12 Now I want to begin by saying that these  
13 reports suggest that trafficking of Inuit women and girls  
14 occurs in several different ways. And first of all, Inuit  
15 women and girls who relocate south, like, to Ottawa from  
16 say the Eastern Arctic, or to Winnipeg and Edmonton from  
17 the Western Arctic. Is that your understanding as well?

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
19 Yes, it is.

20 **MS. BETH SYMES:** Second, that there are  
21 Inuit girls, perhaps women, who are lured south from their  
22 community in Inuit Nunangat. Is that the second group?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
24 Yes.

25 **MS. BETH SYMES:** And the third group then

1 is that Inuit girls who are aging out of care and are then  
2 at risk in a southern community.

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 Yes.

5 **MS. BETH SYMES:** Am I correct? Okay. I  
6 don't think I'll have time to do the first one, so I'll  
7 concentrate on the second and third. First of all, in  
8 terms of Inuit girls living in a small northern community,  
9 let's just take Hall Beach in Nunavut, and they are lured  
10 south, is that generally by someone from their community  
11 or associated with their community?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

13 Did you want to answer?

14 **INVESTIGATOR TINA CHALK:** My belief is that  
15 it's not. It would be from someone outside of their  
16 community. Sometimes this can happen -- human trafficking  
17 can be inter-family related, but I think what I've read  
18 that you gave us it would be more in respect to someone  
19 outside of their community.

20 **MS. BETH SYMES:** And so that person sends  
21 to the north essentially an electronic plane ticket and  
22 that is the way that that, let's say, young Inuk girl gets  
23 to Ottawa; is that correct?

24 **INSPECTOR TINA CHALK:** I think there could  
25 be many ways. That could be one or they could come here

1 for -- come there for medical reasons or other ways and  
2 end up there and be trafficked as a result of being in a  
3 different location, which I had spoke about earlier.

4 **MS. BETH SYMES:** Now, Assistant  
5 Commissioner Crampton, for the RCMP that has jurisdiction  
6 over policing in Nunavut, how would the police become  
7 aware that that young girl was at risk?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
9 would hope that the family would report the person missing  
10 and that would start or prompt an investigation from that  
11 point. We would then work with the police of jurisdiction  
12 if we had an idea where that child has gone to, looking  
13 through, you know, emails and going through to see what  
14 type of communication took place before they disappeared.

15 **MS. BETH SYMES:** And, Inspector Chalk, just  
16 moving the story along. The girl arrives in Ottawa and is  
17 it your evidence that she may be trafficked not only in  
18 Ottawa, but into the Greater Toronto area and say even the  
19 Golden Horseshoe and further south?

20 **INSPECTOR TINA CHALK:** Yes.

21 **MS. BETH SYMES:** And so as this is handed  
22 off from the RCMP as a question of missing or unaccounted  
23 for to now being trafficked in southern Ontario, how can  
24 this chain, which is pretty wide, huge distances across at  
25 least three different or four police jurisdictions, how

1 can you follow this young woman?

2 **INSPECTOR TINA CHALK:** So I think the  
3 interception as we spoke about teaching officers, the  
4 understanding of if there's a traffic stop, if there's a  
5 noise complaint at the hotel, so that they recognize and  
6 then look at it further and they actually engage with that  
7 young person and then they would determine they were  
8 missing, for example. So that's the push to make sure  
9 that the officers are looking past what the incident might  
10 be, but actually engaging with that person, because that's  
11 actually a great example as to why they would then figure  
12 out they are missing, for example.

13 **MS. BETH SYMES:** Okay. I'm just thinking  
14 about this Inuk girl. Let's suppose she's under 16,  
15 sitting in the back car, back seat of this car. I just  
16 don't understand how your process is going to in any way  
17 feel safe to her to disclose, sitting in the back seat of  
18 a car, to a police officer, a person in authority, in a  
19 foreign city, et cetera, how is she ever going to feel  
20 safe enough to disclose?

21 **INSPECTOR TINA CHALK:** Absolutely  
22 challenging for her, for sure. So we try our best to  
23 build a rapport, put her separate from the car, so take  
24 her to our own car, and speak to her in a way that you're  
25 there to help and ensure the safety, not as in an

1 enforcement type of situation. Ask her questions to  
2 determine whether you feel this is -- could be what's  
3 happening to her. And sometimes there's very obvious  
4 indicators that could come out, and then offer that  
5 support. So absolutely try our best to make her feel  
6 comfortable in an uncomfortable circumstance.

7 **MS. BETH SYMES:** And to both of you, this  
8 one example, does it illustrate then that the numbers that  
9 you have presented to us today, which are relatively  
10 small, really under-represent really by a large number the  
11 actual number of Inuit women and girls that are being  
12 trafficked?

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
14 That's our estimation, yes. It's very under-  
15 representative.

16 **INSPECTOR TINA CHALK:** I agree as well.

17 **MS. BETH SYMES:** Thank you. Those are my  
18 questions.

19 **INSPECTOR TINA CHALK:** Thank you.

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
21 Thank you.

22 **MS. MEREDITH PORTER:** Thank you.

23 The next representative I'd like to invite  
24 to the podium is from Eastern Door Indigenous Women's  
25 Association, Natalie -- Ms. Natalie Clifford will have



1 five-and-a-half minutes.

2 **--- CROSS-EXAMINATION BY MS. NATALIE CLIFFORD:**

3 **MS. NATALIE CLIFFORD:** Good afternoon.  
4 Natalie Clifford, Eastern Door Indigenous Women's  
5 Association. And welcome to Mi'kma'ki. Thank you for  
6 your evidence this morning.

7 I'm going to start with Chief Boland. I'm  
8 curious about the Blue Door project. When a  
9 representative from the police goes with a Blue Door  
10 representative to talk to a woman who is suspected of  
11 being trafficked, so is this primarily or only in St.  
12 Johns?

13 **CHIEF JOE BOLAND:** Blue Door program is in  
14 St. Johns and I'm not sure about the process. The  
15 complaint that we had was that the people were being  
16 interrogated. And so we wanted to make that experience  
17 more welcoming and open and more of a conversation. So it  
18 was a representative from Blue Door and also a person with  
19 lived experience that would accompany the officers.

20 **MS. NATALIE CLIFFORD:** Okay. Can you speak  
21 to the program at all?

22 **CHIEF JOE BOLAND:** Well, that basically --  
23 the program gets -- it's combined with the ICE unit. So  
24 the ICE unit does the intelligence, so the goal of ICE is  
25 to identify potential young girls or women who would be

1 exploited.

2 **MS. NATALIE CLIFFORD:** So maybe if you  
3 can't answer, then just let me know, but I'm curious about  
4 what happens to when a woman is identified and then  
5 willingly saved from the exploitive situation, what  
6 happens to her next?

7 **CHIEF JOE BOLAND:** So that's what the Blue  
8 Door does exactly.

9 **MS. NATALIE CLIFFORD:** Okay. So ---

10 **CHIEF JOE BOLAND:** So she gets supports.  
11 The Blue Door representative is there to offer the  
12 supports that are needed to get her out of the sex trade.

13 **MS. NATALIE CLIFFORD:** And perhaps send her  
14 to a safe house? Is that among ---

15 **CHIEF JOE BOLAND:** I don't have all of the  
16 ---

17 **MS. NATALIE CLIFFORD:** Okay.

18 **CHIEF JOE BOLAND:** --- information as to  
19 what they do, but that's the requirement or that's the  
20 reason for the Blue Door representative to be there.

21 **MS. NATALIE CLIFFORD:** So as an aspect of  
22 this project is that it necessarily relies on other  
23 agencies that are not within the purview of police  
24 jurisdiction; correct?

25 **CHIEF JOE BOLAND:** Absolutely.

1                   **MS. NATALIE CLIFFORD:** Okay. Thank you.

2                   Inspector Chalk, just on your evidence  
3                   about the challenges that you identified with the various  
4                   regions within Ontario, because Ontario is a very big  
5                   place, I wonder whether -- I mean, so in the east coast we  
6                   know that a lot of women who are recruited and are  
7                   trafficked are brought along that chain. And we hear  
8                   about, for an example, women and girls being recruited in  
9                   the Halifax area and taken through Quebec -- New  
10                  Brunswick, Quebec and to Ontario, knowing, from what I've  
11                  heard that, you know, if you end up in Thunder Bay or  
12                  Niagara Falls you're not to be heard of again. This is  
13                  the evidence that I've heard from women in our region. So  
14                  I wonder having -- you know, being responsible for this  
15                  and having this specialized unit in Ontario and  
16                  identifying the gaps, are you working with agencies and  
17                  police along that chain to identify and help sort of get  
18                  at the root of the recruitment?

19                  **INSPECTOR TINA CHALK:** So that is a piece  
20                  of the strategy piece, the fact that all those police  
21                  services that I spoke to you about, the 35 that we're all  
22                  speaking to one another and noticing those trends. And,  
23                  when they're OPP incidents, we have an analyst who's  
24                  looking at all of those type of cases to exactly find that  
25                  type of thing.

1                   And then in respect to training, that's  
2                   that Interdiction for the Protection of Children training.  
3                   That's exactly what that is for. It's those traffic  
4                   officers that many of them that is their role in policing  
5                   is completely trafficking, so we -- traffic offences. So,  
6                   we focused on them a lot for that training so they can  
7                   identify it as people are travelling as opposed to before  
8                   they even get to the hotel or motel. Those are key  
9                   officers, because they have the opportunity to stop these  
10                  people while they're in transit. And then it's that  
11                  analytical piece to recognize those trends.

12                  **MS. NATALIE CLIFFORD:** But, not all  
13                  officers -- it's fair to say not all officers across that  
14                  chain are trained to the level of OPP within -- or under  
15                  the purview of your unit; correct?

16                  **INSPECTOR TINA CHALK:** That's correct, and  
17                  that's a problem.

18                  **MS. NATALIE CLIFFORD:** A challenge.

19                  **INSPECTOR TINA CHALK:** Yes.

20                  **MS. NATALIE CLIFFORD:** So, would it be a  
21                  recommendation, then, that a certain level of training  
22                  across that chain, as an example, but other chains across  
23                  the country would be necessary for all officers coming  
24                  into contact with potential victims?

25                  **INSPECTOR TINA CHALK:** That would be a

1 great recommendation.

2 **MS. NATALIE CLIFFORD:** Thank you. Finally,  
3 Assistant Commissioner Crampton, you identified the lack  
4 of data and the failure of police to report. So, across  
5 the country, we're not just talking about victims not  
6 reporting, we're talking about the people that we're  
7 relying on to bring justice to not report to a central  
8 unit, the statistics.

9 So, I wonder, do you think it would be  
10 unreasonable for us to expect a quick solution where we  
11 could compel, maybe through legislation, police services  
12 across the country to report all trafficking incidents?  
13 Would you agree that that would be an unreasonable  
14 expectation at this point?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
16 think that would be a great solution if we were able to  
17 have something that would mandate all police services to  
18 report, yes.

19 **MS. NATALIE CLIFFORD:** Maybe before we get  
20 there, we want to find ways to encourage them to do so as  
21 another approach, through encouraging?

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
23 Yes. And, I think if we had more coordinator positions  
24 across the country, that would help with that. Currently,  
25 the positions we have have a very large mandate and a very

1 large area to look after. So, if we had more people doing  
2 those particular roles as coordinators, then that would be  
3 great -- of great help.

4 **MS. NATALIE CLIFFORD:** Thank you, I'm out  
5 of time.

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
7 Thank you.

8 **MS. MEREDITH PORTER:** Thank you. The next  
9 party I would like to invite to the podium is from the  
10 Assembly of Manitoba Chiefs. Allison Fenske has five and  
11 a half minutes for her questions.

12 **--- CROSS-EXAMINATION BY MS. ALLISON FENSKE:**

13 **MS. ALLISON FENSKE:** Good afternoon. I  
14 want to begin by acknowledging the land that we're on and  
15 the people hosting us. And, in doing so, I want to  
16 recognize the Beothuk, the Mi'kmaw, the Innu and the  
17 Inuit. I want to give thanks for the song and the prayer  
18 this morning, and I acknowledge the sacred items that are  
19 here in the room. And, I also want to acknowledge the  
20 elders, grandmothers, survivors and families in their  
21 strength and resilience. I'm honoured to be here on  
22 behalf of the Assembly of Manitoba Chiefs. I'm Allison  
23 Fenske, and my questions this afternoon are directed to  
24 Assistant Commissioner Crampton of the RCMP.

25 Assistant Commissioner, in your written

1 overview of your testimony, which has been marked as  
2 Exhibit 3, at pages 1 and 2, you present four -- or  
3 identify four risk factors for human trafficking, one of  
4 which is isolation; correct?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 That's correct.

7 **MS. ALLISON FENSKE:** You describe isolation  
8 as women and girls being lured from their home communities  
9 by traffickers who glamourize life in a big city; correct?

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

11 That's correct.

12 **MS. ALLISON FENSKE:** In Manitoba, many  
13 First Nations people living in remote and rural First  
14 Nations are forced to leave their homes in order to access  
15 essential and necessary health services, to further their  
16 education. And, when evacuated because of environmental  
17 disasters, such as flooding or forest fires, is that  
18 something that you're familiar with?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

20 Yes, I am.

21 **MS. ALLISON FENSKE:** Not unlike the  
22 antidote shared by Inspector Chalk this morning, I want to  
23 suggest that First Nation women and girls in Manitoba are  
24 particularly vulnerable to sexual exploitation and  
25 trafficking in the context of transitioning to urban

1 spaces to access necessary services, in fact, are often  
2 approached within minutes of entering the city; is that,  
3 again, something that you are familiar with?

4 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

5 Yes, I am.

6 **MS. ALLISON FENSKE:** And so, would you  
7 agree that this is particular vulnerability and point of  
8 risk of exploitation for First Nation women and girls?

9 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

10 Absolutely. Yes.

11 **MS. ALLISON FENSKE:** And so, it's fair to  
12 say then that the RCMP more generally is aware of these  
13 specific avenues of recruitment to exploitation?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

15 That's certainly part of our strategy is to make sure  
16 officers are aware and to ensure that our officers are  
17 trained in this area. It's a gap that we're still working  
18 on.

19 **MS. ALLISON FENSKE:** So, in that vein, a  
20 gap that you're still working on, what specifically is the  
21 RCMP doing to address this specific type of recruitment?

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

23 So, there's ongoing training within the police forces  
24 right across the country. In particular, we also provide  
25 training in the communities, because it's not just police



1 who would necessarily encounter human trafficking cases  
2 but, obviously, NGOs, other groups that we work with,  
3 community service providers and, of course, the general  
4 public as well, and youth trying to prevent it before it  
5 happens.

6 **MS. ALLISON FENSKE:** And, these are  
7 specific RCMP-led programs?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
9 Yes, there are.

10 **MS. ALLISON FENSKE:** Are there any specific  
11 programs in the northern urban RCMP detachments like  
12 Thompson, or in collaboration with the Winnipeg Police  
13 Services that you are aware of?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
15 What I do have -- I have noted in Annex A, on page 23,  
16 specific to Manitoba where they have three members who are  
17 part of a Missing and Exploited Persons Unit. They're  
18 responsible for human trafficking investigations across  
19 Manitoba, and they work to provide human trafficking  
20 awareness in the Indigenous communities, and that would  
21 cover the entire province.

22 **MS. ALLISON FENSKE:** Okay. And, those  
23 three members are located at D-Division Headquarters in  
24 Winnipeg?

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I

1 wouldn't be positive on that, I'm sorry.

2 **MS. ALLISON FENSKE:** Thank you. Is the  
3 RCMP supporting any First Nation-led initiatives meant to  
4 address sexual exploitation and trafficking?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
6 Each province and territory does something a little bit  
7 different in terms of what types of initiatives they have,  
8 such as the Love Bomb play that I mentioned that's out in  
9 British Columbia, Alberta and Saskatchewan. You know, we  
10 haven't seen that out East, so each province does  
11 something different. Nova Scotia is very active in  
12 Indigenous communities, and I would have to speak to each  
13 one individually.

14 **MS. ALLISON FENSKE:** You did testify to the  
15 importance of divisional engagement because of different  
16 culture and landscape across the country. Would you agree  
17 that it's at least as important if not more important to  
18 have First Nation specific engagement because of the  
19 differences between individual First Nations not being one  
20 homogenous group?

21 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
22 Absolutely. Yes.

23 **MS. ALLISON FENSKE:** And, would you also  
24 agree that while there is a role for police to play, that  
25 First Nation-led initiatives are often best placed to meet

1 the needs of First Nation survivors?

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

3 Yes.

4 **MS. ALLISON FENSKE:** And, that's so that --  
5 you understand or agree that that's because they're able  
6 to provide services that are consistent with a First  
7 Nation worldview and values?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

9 Yes.

10 **MS. ALLISON FENSKE:** And, the RCMP would  
11 recognize the importance of that?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

13 Absolutely, yes.

14 **MS. ALLISON FENSKE:** And, within my time  
15 remaining, what is the RCMP doing specifically to support  
16 those initiatives in Manitoba or if you have other  
17 examples?

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

19 Sorry. You're speaking to strictly Indigenous initiatives  
20 ---

21 **MS. ALLISON FENSKE:** Yes.

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** --

23 - within human trafficking?

24 **MS. ALLISON FENSKE:** Yes, I'm looking for  
25 your understanding of what the RCMP is doing to support

1 Indigenous-led or First Nation-led initiatives.

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
3 can't speak to specific ones that are Indigenous-led.  
4 Certainly RCMP-led initiatives in conjunction with  
5 Indigenous communities, there are several across the  
6 country. I mentioned one this morning with regard to --  
7 in Nova Scotia, for example, in looking at the service  
8 industry and ensuring that all the material is printed in  
9 Mi'kmaw. I know you're out of time now, so I won't keep  
10 going too long. But, there are several initiatives in  
11 each province and territory.

12 **MS. ALLISON FENSKE:** And, just to confirm,  
13 those are RCMP-led?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
15 Yes.

16 **MS. ALLISON FENSKE:** Thank you.

17 **MS. MEREDITH PORTER:** Thank you. The next  
18 party I would like to invite to the podium is from Amnesty  
19 International. Mr. Justin Mohammed will have five and a  
20 half minutes.

21 **--- CROSS-EXAMINATION BY MR. JUSTIN MOHAMMED:**

22 **MR. JUSTIN MOHAMMED:** Thank you, Chief  
23 Commissioner and Commissioners. My name is Justin  
24 Mohammed, and I'm here today representing Amnesty  
25 International Canada. I would like to thank all of the

1 elders who are present with us today, members of the  
2 public, parties with standing for engaging in this  
3 important work.

4 Assistant Commissioner Crampton, my  
5 questions are for you, and they are with respect to the  
6 Northern Spotlight Program.

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

8 Okay.

9 **MR. JUSTIN MOHAMMED:** So, I would like to  
10 start off with some questions that have to do with program  
11 design, and I'm wondering if you might be able to tell the  
12 Commission about consultation that was done in the design  
13 of the program, who might have been involved.

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

15 So, the program was actually started in the United States  
16 – I'm just going to refer to my notes here – and was  
17 brought into Canada through Durham Regional Police in  
18 2014. So, it was modelled off of a program, as I  
19 mentioned, in the United States that targeted johns who  
20 would pick up young people, young girls and were targeting  
21 those under age.

22 So, it was brought in 2014, and the RCMP  
23 started participating in 2015. So, I don't have the  
24 specifics as to how it was modelled for Canada, but it was  
25 really taken from the program in the United States.

1                   **MR. JUSTIN MOHAMMED:** And, are you aware --  
2 when the program was brought to Canada, are you aware of  
3 any organizations with -- that involved people with lived  
4 experiences that might have participated in the design of  
5 that program in Canada?

6                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
7 Not that I'm aware, but I'm wondering if Inspector Chalk  
8 might have more detail? I don't know.

9                   **INSPECTOR TINA CHALK:** I'm not aware  
10 historically, but I am aware of what we're doing now, if  
11 you're interested in hearing that, and I think she spoke  
12 to that briefly about having a committee, a working-group  
13 type committee that we have sex trade alliance  
14 participants on that, and we are asking their opinion on  
15 how we can do a better job in our approach for that type  
16 of outreach initiative.

17                   And, they're very clear that they do not  
18 agree with it, but they have been flexible and we're very  
19 thankful for that, for giving us some different options  
20 and some ideas, and some better understanding about  
21 someone in the sex trade who is not our focus, but we do  
22 come -- we do interact with, and how they would feel and  
23 the things that they think.

24                   **MR. JUSTIN MOHAMMED:** And, in those  
25 outreach activities, would you be able to indicate whether

1 the officers that are involved, or the other service  
2 providers that are involved, have incorporated issues  
3 around the gender identity and sexual orientation of the  
4 sex workers that they may be reaching out to?

5 **INSPECTOR TINA CHALK:** In what way do you  
6 mean? I'm sorry.

7 **MR. JUSTIN MOHAMMED:** I mean, does the  
8 program, for example, involve officers who would be able  
9 to meet with members of those communities? For example,  
10 if the rape is involving a female sex worker, would it be  
11 female RCMP, for example, that are involved in the  
12 program?

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** It  
14 would be either. Not necessarily just female, but it  
15 could be anyone that would approach the person, if that's  
16 what you're asking.

17 **MR. JUSTIN MOHAMMED:** So, I guess my  
18 question is, would it be appropriate that those who are  
19 approaching and making contact with the individuals that  
20 are being reached out to, that there be sensitivity around  
21 the gender expression and identity of those who are being  
22 reached out to?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
24 Yes, if that's possible. A lot of times, the information  
25 isn't known in advance as to who they're meeting and

1 anything about the person they're going to meet with. So,  
2 it would be difficult to do, but I understand -- I know  
3 what you're saying, and I agree that that would be ideal.

4 **MR. JUSTIN MOHAMMED:** Thank you. Some have  
5 identified that there are harms that may result from the  
6 program, and those might be issues that surround rights to  
7 privacy, security of the person, the fact that those who  
8 engage in sex work may become known to their landlords.  
9 The money that was lost was something that was mentioned  
10 for an appointment, and the stigma around deciding not to  
11 exit the sex work industry. How are those rights being  
12 balanced in terms of the activities of countering  
13 trafficking, but also recognizing that there are harms to  
14 sex workers that may result from this program?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
16 That's one of the big reasons why we involve other  
17 agencies with us, including Victim Services, to make sure  
18 that those sensitivities are being addressed and being  
19 considered. We want to make sure that it's a safe space.  
20 It's a private space when those conversations take place  
21 to help ensure that that stigma doesn't happen, that  
22 someone sees them having a conversation with police or  
23 with NGOs. And so, that's a big part of how the meeting  
24 takes place, is to make sure that it's private and it's  
25 confidential.



1                   **MR. JUSTIN MOHAMMED:** Thank you. And,  
2                   finally, I just wanted to ask in the situation where a sex  
3                   worker is not interested in exiting the sex work industry,  
4                   could you tell me about the supports that are provided to  
5                   them, the referrals and supports that are provided to them  
6                   in that circumstance?

7                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
8                   Certainly. They are provided the information from the  
9                   police officers that attend as to who they were speaking  
10                  with and how to contact them, but also, the support that's  
11                  attending with them, the NGOs or Victim Services that are  
12                  there. They're provided that information. They're  
13                  provided information as to how to exit the sex trade  
14                  should they wish to consider that in a future time. And,  
15                  it's well known that most people won't make that choice  
16                  right on the first contact. So, sometimes it takes some  
17                  time and some consideration before someone would make that  
18                  decision.

19                  **MR. JUSTIN MOHAMMED:** Thank you. I see I'm  
20                  out of time.

21                  **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
22                  Thank you.

23                  **MS. MEREDITH PORTER:** Thank you. The next  
24                  representative I would like to invite to the podium is  
25                  from the Liard Aboriginal Women's Society. Ms. Carly

1 Teillet will have 5.5 minutes for questioning.

2 **--- CROSS-EXAMINATION BY MS. CARLY TEILLET:**

3 **MS. CARLY TEILLET:** Tansi, bonjour and good  
4 afternoon. I'd like to begin by acknowledging our  
5 presence on the ancestral territory of the Beothuk and the  
6 Mi'kmaw, and to acknowledge the spirits of our women and  
7 girls, their families, the survivors, the elders, the  
8 medicines and the sacred items that are here with us  
9 today.

10 I have the incredible privilege of acting  
11 as counsel for the Liard Aboriginal Women's Society, and  
12 for reference, the Kaska Nation is in northern B.C. and  
13 southern Yukon.

14 So, we're here this week to talk about, and  
15 we are talking about today, about trafficking. My clients  
16 don't use that word, and language is very important to  
17 them, their Kaska language. They are very clear when they  
18 talk about what's happening in their community. They talk  
19 about children being stolen.

20 They talk about them being forcibly  
21 removed, being assaulted, forced, violated, and they talk  
22 about men lurking around outside Boys and Girls Clubs,  
23 shelters, group homes. They understand what's happening  
24 in their community and in Whitehorse, and they tell me  
25 repeatedly and with great pride that they know how to fix

1           it. They're experts. They're knowledge keepers.

2                           And, in position of western terms like  
3           "trafficking" and educating about what that term means is  
4           not the answer for these communities or these women. The  
5           words that they chose are carefully chosen to make sure  
6           that the victims of assault are treated with respect and  
7           dignity, and that they are not blamed for the violence  
8           they are subjected to by others, and that their acts of  
9           resistance and survival are recognized.

10                           And so, I want talk to you a little bit  
11           about the importance of designing support programs and  
12           policing that's being honest and is acknowledging the role  
13           of the RCMP in trafficking. Specifically, if we take the  
14           definition of "trafficking" as the removal of an  
15           individual and then they are then exploited, I want to  
16           talk about trafficking in the foster care system, the  
17           child protection departments.

18                           Children are forcibly removed from  
19           Indigenous homes, sometimes with the assistance of the  
20           RCMP enforcing court orders and placed with a foster  
21           parent. That foster parent may profit by receiving money  
22           from the state for keeping that child. It's an industry.

23                           We've heard from child welfare survivors  
24           who have discussed the sexualized abuse they suffered at  
25           the hands of their foster parents or people invited into

1 that home. And so, what my clients would like to know is  
2 how is the RCMP addressing trafficking that has become  
3 institutionalized as part of the foster care system, and  
4 the RCMP's own role in contributing to that?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** In  
6 terms of human trafficking, we look at, obviously, the  
7 *Criminal Code*, which states that someone who is being  
8 trafficked is being trafficked for exploitation. So,  
9 there's limitations within those *Criminal Code* sections.

10 I know what you're saying. I understand  
11 exactly what you're saying, and I certainly -- I can't  
12 imagine the situation that some of those children have  
13 been put into. Our best avenue would be to have open  
14 communication, understand what's happening in those foster  
15 homes, investigate and lay charges when appropriate, and  
16 we need to be part of that system as well.

17 **MS. CARLY TEILLET:** So, is the RCMP  
18 currently looking into the foster care system as a place  
19 where trafficking occurs?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
21 I'm sorry, I wouldn't be able to answer that specifically  
22 for each province and particular files. I'm not aware. I  
23 know if a complaint was made, we certainly would be  
24 investigating it, yes.

25 **MS. CARLY TEILLET:** Okay. So, moving on to

1 another area in the limited time I have left, so in the  
2 Yukon, if a youth is charged with a crime, they're picked  
3 up from Watson Lake, or from Dawson, or from Mayo, and  
4 they're brought to Whitehorse to the correctional  
5 facility. They're removed by the RCMP from their  
6 community so that they can then have a bail hearing at  
7 some later date.

8 If they are released, they are then left in  
9 that city with no means of getting home. They don't have,  
10 often, money on them. They often don't know people in  
11 Whitehorse. And so, in this instance, the RCMP is  
12 removing children and then the justice system, as part of  
13 it, is contributing to the vulnerability of these youth to  
14 predators and potentially traffickers.

15 So, is there a way in which the RCMP, as a  
16 member of the criminal justice system, is actually looking  
17 at some of the ways in which their enforcing laws is  
18 contributing to the vulnerability of Indigenous children  
19 in trafficking?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** My  
21 thought would be when I hear this scenario and the issues  
22 surrounding it is that it sounds like more collaboration  
23 would be needed between several agencies there. The RCMP  
24 is one piece of that, but by the time the person is  
25 released from custody, they're no longer in our care once

1 they've gone through the court system.

2 So, my thought would be that we would need  
3 collaboration between corrections, the justice system, the  
4 courts -- meaning the courts and ourselves, as well as the  
5 community. I'm not aware of that being looked at. I  
6 would have to speak to members locally to understand  
7 whether that is being considered or not.

8 **MS. CARLY TEILLET:** Thank you. Merci.  
9 That's my time.

10 **MS. MEREDITH PORTER:** Thank you. The next  
11 representative I'd like to invite to the podium is from  
12 the Native Women's Association of the Northwest  
13 Territories. Amanda Thibodeau will have five-and-a-half  
14 minutes for questioning.

15 **--- CROSS-EXAMINATION BY MS. AMANDA THIBODEAU:**

16 **MS. AMANDA THIBODEAU:** Thank you. Good  
17 afternoon. As stated, my name is Amanda Thibodeau and I  
18 am counsel to the Native Women's Association of Northwest  
19 Territories. As with the other counsel that has attended  
20 today, I would like to acknowledge that we are on the  
21 traditional lands of the Mi'kmaw. And, I have a -- I'll  
22 make it a two-part question. My question is directed to  
23 Assistant Deputy Commissioner Crampton, but I would invite  
24 the other witnesses to comment if they feel that they  
25 would have constructive input as well.

1                   My first question is with respect to  
2                   education and supports, as much of the evidence we heard  
3                   today has indicated there is a need for more of that. The  
4                   Northwest Territories has many isolated remote fly-in  
5                   communities. Many of these communities do not have a lot  
6                   of resources. Many people living in these communities are  
7                   living in states of extreme poverty. They have issues  
8                   with housing and security, and many homes have no  
9                   electricity. A large number of people do not have access  
10                  to the internet, which was touted as being one of the  
11                  large resources that's being used at this point in time.

12                  So, my first question would be, how do we  
13                  ensure that the people in these communities receive the  
14                  education that is needed on the risks and warning signs,  
15                  and how to prevent sexual exploitation and human  
16                  trafficking? What is being done in those communities and  
17                  what you think could be done to -- what could be improved  
18                  with how that's being delivered to those people?

19                  My second question, I'm just going to  
20                  expand on what Ms. Fenske had asked with regards to  
21                  already vulnerable people from remote and isolated  
22                  communities that have to travel to access resources such  
23                  as medical treatment and education. Beyond what's  
24                  currently being offered, because you did reference some of  
25                  the things that are currently being done, I would ask that

1 beyond that, what further actions and initiatives could be  
2 taken that aren't happening now to ensure that these  
3 people, when they are going to other communities to access  
4 resources, that they can return home safely?

5 I know it's a lot. If not for the time  
6 limitations, I wouldn't ask the question in that manner, I  
7 would break it down a bit for you.

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

9 Fair enough. With regard to travelling to other  
10 communities, I guess it's something I hadn't considered  
11 until today, but it's certainly something we need to  
12 collaborate more on. And, I think that it's something we  
13 have to consider in terms of how people are travelling to  
14 another community and what's happening, and it's something  
15 that needs to be worked on within the community with the  
16 police to identify that to the local police, and then  
17 liaise with the communities that they need to be  
18 travelling to.

19 And, I can see, we can certainly work a lot  
20 more collaboratively with the agencies or the police of  
21 jurisdiction of where people are generally travelling to  
22 and where the issues are taking place. I think that's  
23 part of that answer, I guess.

24 On the first part with regard to further  
25 education in remote communities. I know we struggle as



1 well, in terms of even training officers in remote  
2 communities, but we have created several different  
3 workarounds for that. And, our police officers are  
4 becoming more and more trained in northern communities and  
5 able to deliver human trafficking training as well.

6 So, going forward, we have identified gaps  
7 in preparing for this Inquiry. I've certainly identified  
8 several gaps in the north with respect to human  
9 trafficking training and the work that we're doing there,  
10 and that's going to be one of our focal points as we  
11 continue to evolve and revamp and look at the changes we  
12 need to make within this human trafficking unit, and I'm  
13 hoping that that will address some of those issues in the  
14 north in terms of training in communities and outreach and  
15 awareness.

16 **MS. AMANDA THIBODEAU:** So, what specific  
17 measures are being taken in communities to ensure that the  
18 community is educated rather than merely making the  
19 information available if someone seeks it out ---

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
21 Right. So ---

22 **MS. AMANDA THIBODEAU:** --- in these  
23 northern isolated communities?

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
25 Sorry. In Northwest Territories specifically, there is an

1 officer trained in human trafficking who has completed  
2 presentations there. I don't have a list of all the  
3 communities that they have presented in and the work that  
4 they're doing.

5 There's also Project Guardian that's  
6 ongoing that is looking at the movement of women out of  
7 the community, moving to the south, and also women coming  
8 into the community from the south. So, that's an ongoing  
9 project that's taking place right now, where they're  
10 looking at gaining intelligence on human trafficking and  
11 doing analysis around that, and hopefully looking at  
12 enforcement where applicable, of course.

13 In addition, there's also a criminal  
14 intelligence analyst who monitors social media there. I  
15 recognize -- we just talked about internet and the lack of  
16 access, but there certainly is access in certain areas.  
17 And so, there is intelligence gathering that's taking  
18 place in addition to the work being done with the women  
19 that are moving south and going back and forth.

20 **MS. AMANDA THIBODEAU:** Thank you. I'm  
21 barely out of time.

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
23 Okay. Thank you.

24 **MS. MEREDITH PORTER:** Thank you. The next  
25 party I'd like to invite to the podium is from the

1 Association of Native Child and Family Services Agencies  
2 of Ontario. Ms. Katherine Hensel will have nine minutes  
3 for questioning.

4 **--- CROSS-EXAMINATION BY MS. KATHERINE HENSEL:**

5 **MS. KATHERINE HENSEL:** Good afternoon,  
6 Commissioners. Good afternoon, officers, Ms. Dobson. My  
7 name is Katherine Hensel. I am counsel for the  
8 Association of Native Child and Family Services Agencies  
9 of Ontario and the Independent First Nations in Ontario,  
10 and I am here today and questioning you on behalf of both  
11 organizations.

12 I'm going to pick up on -- these questions  
13 are for both Inspector Chalk and Assistant Commissioner  
14 Crampton. I'm going to pick up on some of the comments  
15 from my friend, Mr. Wuttke, on behalf of the Assembly of  
16 First Nations, and Ms. Teillet as well, concerning the  
17 effects and the vulnerability created by -- to human  
18 trafficking created by separation of children and youth  
19 from their children, communities, cultures and  
20 territories.

21 Would you support a recommendation that  
22 Children's Aid Societies enter into protocols with police  
23 services, which many of them already have, but that these  
24 protocols specifically address the risk of an actual  
25 incident of human trafficking in the child welfare

1 context? First, Inspector Chalk.

2 **INSPECTOR TINA CHALK:** Yes, I think that  
3 would be a good addition to the protocols.

4 **MS. KATHERINE HENSEL:** Are you aware of any  
5 protocols existing in Ontario, at least -- that  
6 specifically address human trafficking as between child  
7 welfare authorities and the OPP?

8 **INSPECTOR TINA CHALK:** I know that the  
9 ministry is working on protocols with Children's Aid, that  
10 they're trying to come up with, sort of, a standardized  
11 protocol and human trafficking is part of that, and it  
12 would be given to the other police services throughout  
13 Ontario for them to look at that protocol and adopt it.

14 And, I was initially part of that, and one  
15 of my team members was assigned to assist with that, and I  
16 know that she may be able to give more comments on that,  
17 but that is ongoing and that is understood.

18 **MS. KATHERINE HENSEL:** Okay. So, perhaps  
19 before Assistant Commissioner Crampton responds, we should  
20 go to Ms. Dobson and get her comments or information on  
21 that point.

22 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
23 **DOBSON:** I don't have too much to add, other than to say  
24 that the Provincial Anti-Human Trafficking Office, our  
25 Crown attorney prosecution team, along with our colleagues

1 in the issue of community safety and correctional services  
2 are working on various protocols and issues related to  
3 human trafficking. And, in particular, protocols where --  
4 you know, agencies that are community agencies, as well as  
5 police and justice work together.

6 **MS. KATHERINE HENSEL:** Together with  
7 specifically Children's Aid Society?

8 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
9 **DOBSON:** So, you may know the Provincial Anti-Human  
10 Trafficking Coordinating Office resides in, now, the new  
11 Ministry of Children, Community and Social Services. So,  
12 that ministry, that minister has responsibility for both  
13 the human trafficking office, as well as women's issues  
14 and child welfare. So, I expect those conversations are  
15 happening across that ministry.

16 **MS. KATHERINE HENSEL:** Okay. So, is it  
17 contemplated that the template protocol that Inspector  
18 Chalk referred to, will it contain specific provisions  
19 that address -- intended to address the risk of and actual  
20 incidents of human trafficking in the child welfare  
21 context?

22 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
23 **DOBSON:** I don't have that answer for you today.

24 **MS. KATHERINE HENSEL:** Would you support a  
25 recommendation that any template protocols or protocols

1 between police services and child welfare authorities  
2 contain such provision?

3 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** I think that's an area that should be explored.

5 **MS. KATHERINE HENSEL:** Thank you.

6 Assistant Commissioner Crampton, your comments on the same  
7 questions?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

9 Yes I think that's a good idea. And, in terms of  
10 protocols across the country, our protocols are always  
11 changing and ever evolving, and I think that would be a  
12 great piece to add to it.

13 **MS. KATHERINE HENSEL:** Thank you. And, I  
14 would like to take this opportunity to say thank you,  
15 kukschem, to Constabulary Chief Boland for his leadership  
16 and insight into the issue and incidents of I think what  
17 could fairly be described as racism within -- in a  
18 particular incident and perhaps elsewhere within his force  
19 and addressing it directly.

20 Inspector Chalk, when you testified earlier  
21 in response to Mr. Roy's question about the role of racism  
22 in human trafficking, you testified that, in your view,  
23 the main risk that racism posed was the vulnerability and  
24 insecurity that it engendered in Indigenous girls and  
25 women. I'm going to suggest to you that -- and because we

1 have heard from families across the country, including in  
2 Ontario and including in communities served by the Ontario  
3 Provincial Police, that families and girls and women have  
4 a reasonable expectation that there's at least a risk that  
5 if they approach police with their experience of human  
6 trafficking or other exploitation, that they will have --  
7 receive comparable treatment to the woman that  
8 Constabulary Chief Boland described, and that racism  
9 within police forces, including the Ontario Provincial  
10 Police, does play a role and forms a barrier to solving  
11 the problem of human trafficking. Can you tell me what  
12 the Ontario Provincial Police is doing to address  
13 perception of racism or actual incidents of racism in  
14 respect of the victimization of Indigenous women and  
15 girls, particularly in the area of human trafficking?

16 **INSPECTOR TINA CHALK:** I can. So, in our  
17 5-day Indigenous course that officers obtain, within it,  
18 it has -- of course, it's about Indigenous people, and  
19 racism is, of course, part of that, but it speaks to human  
20 trafficking as well, so it's training officers about that.  
21 There's an inclusive environment that is expected, and  
22 racism isn't tolerated. And, if it's come to our  
23 attention, then discipline will occur.

24 **MS. KATHERINE HENSEL:** That's not a  
25 mandatory course though, is it?





1                   **MS. KATHERINE HENSEL:** And, would you  
2 support a recommendation, do you think it would be useful  
3 and helpful that the Commission make a recommendation that  
4 victim -- Indigenous victims of human trafficking have  
5 made available to them resources and safe spaces and  
6 services to ensure their safety that are specific to and  
7 grounded in Indigenous culture and communities?

8                   **INSPECTOR TINA CHALK:** Yes, and I think  
9 that's very important.

10                   **MS. KATHERINE HENSEL:** Assistant  
11 Commissioner Crampton, do you have any comments with  
12 respect to the communities that the RCMP serves?

13                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
14 No, I agree with you in your recommendation. I think that  
15 would be an important component in particular with regard  
16 to our diverse country and all the different Indigenous  
17 communities that we do have.

18                   **MS. KATHERINE HENSEL:** This is a question  
19 for Ms. Dobson. Even if such programs and resources were  
20 made available, there is the issue of consistent -- stable  
21 funding, program funding. Policing funding is, I think  
22 the officers will agree, not necessarily totally stable,  
23 but more reliable than the types of programs and resources  
24 that are necessary to assist and support Indigenous women  
25 and girls as they leave human trafficking experiences.

1           What is Ontario doing to stabilize programming and  
2           resources that are available for such girls and women?

3                           **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4           **DOBSON:** Well, as I mentioned, the Indigenous Justice  
5           Division does have funding available for Indigenous Victim  
6           Services, and some of that is ongoing funding, some of it  
7           is project funding. So, we will be looking at those  
8           programs to see if there's a way to continue those. We  
9           are -- will be evaluating and making recommendations  
10          around the funding for those.

11                           **MS. KATHERINE HENSEL:** Thank you.

12                           **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13          **DOBSON:** Thank you.

14                           **MS. KATHERINE HENSEL:** Thank you,  
15          Commissioners.

16                           **MS. MEREDITH PORTER:** Thank you. The next  
17          party I would like to invite to the podium is from Femmes  
18          autochtones du Québec. Rainbow Miller will have five and  
19          a half minutes for her questions.

20          **--- CROSS-EXAMINATION BY MS. RAINBOW MILLER:**

21                           **MS. RAINBOW MILLER:** Good day. Good day,  
22          Commissioners. First of all, I would like to acknowledge  
23          that we are on the Mi'kmaq Territory, and I would like to  
24          thank all the witnesses to have come today to take part of  
25          this important testimony.

1                   My first questions will be for Assistant  
2 Commissioner Crampton. In the different exhibits, there  
3 was a lot of information in reference to internal  
4 trafficking. But, my question is, did the RCMP ever  
5 receive any information or intelligence that some First  
6 Nations women are being trafficked in the U.S.?

7                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

8 Not that I'm aware of, no.

9                   **MS. RAINBOW MILLER:** Okay, because you have  
10 told earlier to my colleague here that there is a liaison  
11 officer for the U.S.? There was a question concerning the  
12 U.S.?

13                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

14 Yes, there is. We have several liaison officers in the  
15 United States, and we also have a very close working  
16 relationship with many of the law enforcement agencies  
17 down there, such as Homeland Security, or HSI, I should  
18 say, the FBI, various agencies like that.

19                   **MS. RAINBOW MILLER:** Okay. And, I'm sorry,  
20 I did not introduce myself. I work for Québec Native  
21 Women Association. And, some of our workers have gone in  
22 the U.S., and they have told us that some Canadian women,  
23 which are missing, are in the U.S. Does the RCMP have any  
24 program that could help these women come back to Canada?

25                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Yes, absolutely. So, we would work in conjunction with  
2 our international partners if we were aware of someone  
3 being trafficked into the United States. With regard to  
4 your first question, I don't know if it's specific cases.  
5 Again, we have a lot of gaps in intelligence, and  
6 specifically with regard to Indigenous women and girls.  
7 But, yes, definitely we do have Canadian women overall  
8 being trafficked across to the United States, not in great  
9 numbers that we're aware of though.

10 **MS. RAINBOW MILLER:** Okay. Okay, thank  
11 you. And, are you also aware that some sexual  
12 exploitation could originate from some First Nations  
13 communities?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
15 Yes, absolutely.

16 **MS. RAINBOW MILLER:** And, what -- does the  
17 RCMP have any project of coordination with First Nation  
18 police forces to address those situations?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** We  
20 certainly work closely with many of our partners in all  
21 provinces. A good example is the Operation Northern  
22 Spotlight that was mentioned. There are a lot of  
23 Indigenous or Aboriginal police services that work in  
24 conjunction with us on that project. We also do joint  
25 training at different levels, not just in human

1 trafficking, but a lot of different joint training as  
2 well. So, there's a lot of collaboration and crossover  
3 between agencies right across Canada.

4 **MS. RAINBOW MILLER:** And, also, in the  
5 different exhibits before us, there's not much information  
6 about how gangs are important criteria for the sexual  
7 exploitation of First Nations women. Are there some  
8 programs to evaluate those issues at the RCMP level?

9 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
10 Right. So, in Project Safekeeping, which was in 2014,  
11 when it was released -- it was done in 2013 -- it looked at  
12 gang involvement as well as organized crime involvement.  
13 We noted that gangs do recruit. They're a large group  
14 that do recruit and traffic women, but they're not  
15 necessarily organized. So a gang itself is not  
16 necessarily involved in trafficking, but the individuals  
17 within that gang. So, yes, they do play a very important  
18 part in trafficking, and certainly are people who are  
19 engaged in it.

20 **MS. RAINBOW MILLER:** Okay. And also in  
21 evidence before this Commission there was -- it was proven  
22 that there's a direct link between sexual exploitation and  
23 also mining and resource development. Does the RCMP have  
24 a program to address those issues in the northern  
25 communities?

1                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

2                   Not beyond anything that I've spoken to today.

3                   **MS. RAINBOW MILLER:** Okay, thank you.

4                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

5                   Not that I'm aware of.

6                   **MS. RAINBOW MILLER:** Also, since the  
7                   enactment of Bill C36 where the selling of sexual services  
8                   was decriminalized and purchasing of the sexual services  
9                   were criminalized, since that criminalization of  
10                  purchasing, since 2014, have you seen a decrease in  
11                  demand?

12                  **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

13                  No, I don't believe we have a decrease in demand.

14                  **MS. RAINBOW MILLER:** Okay. And also, in  
15                  the long-term strategy of the RCMP to combat human  
16                  trafficking, has it been a question where it could be  
17                  looked at to enforce that -- the -- we call it the --  
18                  sorry, I'm looking for my -- the purchasing offence?

19                  **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

20                  Yes, so there's various enforcement projects that are run  
21                  across the country on a regular basis that target those  
22                  who are purchasing sex, in particular, who are purchasing  
23                  from minors. We run projects like that on a regular  
24                  basis, yes.

25                  **MS. RAINBOW MILLER:** Does the RCMP have

1 statistics about those prosecution?

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
3 don't have anything generally. Each area would have their  
4 own statistics, like, provincially. We would gather that  
5 if we needed it, but, yes, there's -- we can certainly  
6 obtain that, yes.

7 **MS. RAINBOW MILLER:** Okay. And my last  
8 question is for Ms. Dobson. You talked about the  
9 different services for the victims of human trafficking.  
10 Would you be able to tell us a little bit more about the  
11 legal support for human trafficking victims?

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
13 **DOBSON:** M'hm. So, there's actually two things. The one  
14 we actually have had operating for the last couple of  
15 year's independent legal advice pilot program for sexual  
16 assault victims. So that's always been available for  
17 human trafficking victims as well if they wanted to call  
18 that and access that service. It's -- we have two service  
19 delivery approaches. One is you can get a voucher and get  
20 independent legal advice through a roster of lawyers. And  
21 we also have a legal clinic, the Barbra Schlifer Clinic,  
22 who provide that service.

23 But for the human trafficking restraining  
24 order pilot, that legal support is being provided through  
25 the Office of the Children's Lawyer, which is an office

1 that represents children's interests in matters of  
2 protection order, property rights, et cetera. So that  
3 office has in-house counsel, as well as a panel of lawyers  
4 that they have -- that they do their other work with who  
5 have -- receive special training on human trafficking and  
6 they have been doing this since May, so that's fairly new.

7 And when the legislation was brought in we  
8 realize there was a need. It was great. That we had a  
9 restraining order provision, but if people weren't able to  
10 access it -- you know, as you can imagine, is that it  
11 would be a really difficult thing for parents or for a  
12 victim themself to come forward to court to get this  
13 order. So we put this pilot in place. We're going to  
14 evaluate it and hopefully be able to continue it.

15 Our children's lawyer, herself, is  
16 Indigenous. It's the first Indigenous children's lawyer  
17 that we have had, and she certainly has championed and  
18 felt strongly about this program and the service that  
19 we're providing to victims.

20 **MS. RAINBOW MILLER:** Thank you to all.  
21 That's all the time I have. Thank you.

22 **MS. MEREDITH PORTER:** Thank you.

23 The next party I'd like to invite to the  
24 podium is from Vancouver Sex Workers Rights Collective.  
25 Ms. Carly Teillet will have nine minutes for questioning.



1 --- CROSS-EXAMINATION BY MS. CARLY TEILLET:

2 MS. CARLY TEILLET: Tansi, bonjour and good  
3 afternoon again.

4 Because it's important to do so, I need to  
5 begin by acknowledging our presence on the ancestral  
6 territory of the Beothuk and Mi'kmaq and to acknowledge  
7 the spirits of our women and girls, their family, the  
8 survivors, the Elders and medicine, the sacred items that  
9 are here so we can do our work in a good way.

10 I have the honour of acting as counsel for  
11 a collective of Indigenous women and LGBTQ, Two-Spirit and  
12 gender fluid individuals who engage in sex work and trade  
13 in Vancouver's downtown east side.

14 My first questions are for you, Chief  
15 Boland. You discussed this afternoon the failure of the  
16 police to address mental health concerns and that treating  
17 someone with respect, bringing and providing services and  
18 not criminalizing people was really important to the  
19 appropriate provision of police services and to help that  
20 person.

21 My clients who engage in sex work and trade  
22 inform me that their experience with police who  
23 investigate trafficking is very negative. It's not one of  
24 dignity and respect of them. Being identified or targeted  
25 by an anti-trafficking operation can directly lead to

1 violence in the lives of sex workers. And as my colleague  
2 from Amnesty mentioned this morning, that being outed as a  
3 potential sex worker or exploited woman or trafficked  
4 woman, being seen talking to the police, they may then be  
5 targeted by gangs, community members that may label them  
6 as rats, clients who are fearful that they would disclose  
7 sexual assaults, and that their home being visited by  
8 police officers in uniform draws attention to them in a  
9 way that puts their lives at risk.

10 You discuss being a partner in Operation  
11 Northern Spotlight, and so would you agree that in this  
12 operation, like in your work with individuals who have  
13 mental health needs, police need to be mindful of treating  
14 individuals with dignity and respect as they go forward.

15 **CHIEF JOE BOLAND:** Absolutely.

16 **MS. CARLY TEILLET:** And as you discussed  
17 some of the harm of the actions of police officers with  
18 this particular individual, you shared that really  
19 compelling story, when you talked about the changes that  
20 you instituted after that, would you then agree with me  
21 that it is vital for police forces to examine their own  
22 practices and ways that they may be causing violence,  
23 perhaps unintended, to the people that they are policing  
24 and then change their policies if that's found to be the  
25 case?

1                   **CHIEF JOE BOLAND:** I agree.

2                   **MS. CARLY TEILLET:** Thank you.

3                   Assistant Commissioner Crampton, my next  
4 question's for you and it's about, again, Operation  
5 Northern Spotlight. There was a press release that came  
6 out in October 18 of 2017 and it said that the police  
7 interviewed 324 individuals believed to be at risk and  
8 removed 6 -- I believe you mentioned that statistic this  
9 morning -- including 2 under the age of 18. How many of  
10 those six individuals were Indigenous?

11                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
12 am not aware of the statistics on that. Not all police  
13 agencies report the background -- ethnic background of the  
14 people they speak to or the people that they assist, so I  
15 wouldn't have accurate information on that.

16                   **MS. CARLY TEILLET:** And so you wouldn't be  
17 able to say then of the 324 interview how many were  
18 Indigenous?

19                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
20 No, but for this year that is being addressed to make sure  
21 that we do capture that statistics. Again, it's up to the  
22 various police agencies whether they choose to report that  
23 to us or not though. However, it is being asked this  
24 year.

25                   **MS. CARLY TEILLET:** So I have a concern

1 about interviewing 324 people that are identified at being  
2 at risk of sexual exploitation and only 6. That seems  
3 like there are 318 or so individuals. What happened to  
4 them?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 They would have made a choice -- if they were in an  
7 exploitive situation, they would have made a choice not to  
8 exit or take up the offer of assistance at that time.  
9 However, they would be provided information in terms of  
10 how to exit their situation, if, in fact, that's their  
11 scenario that they're living in, and they would be  
12 provided any support that they needed.

13 **MS. CARLY TEILLET:** So the burden then is  
14 on the individual to exit their trafficked and exploited  
15 situation in that situation, not on the person who's doing  
16 this to them?

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
18 think the burden is always on the person to make that  
19 decision, because although we can point it out to them,  
20 even if we knew that someone was in a traffic situation,  
21 they still need to make that conscious decision. We can  
22 lay charges, but that doesn't mean that the survivor is  
23 going to exit in the manner that we would like them to or  
24 in a way that we can provide them more support.

25 **MS. CARLY TEILLET:** So when an Indigenous

1 woman or girl comes to the attention of the RCMP, what  
2 protocol -- as being potentially trafficked or sexually  
3 exploited, what protocol do you have in place to ensure  
4 that their interaction with police does not cause them  
5 further harm?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

7 Our policy addresses that. We also have a policy with  
8 regard to victims and how we speak to victims. Every  
9 officer receives training in cultural sensitivity with  
10 regard to Indigenous communities. It's also mandatory for  
11 all of our cadets after six months, after they have left  
12 our training academy and have now completed their field  
13 coaching program, it's mandatory at that point. And, we  
14 also have programs that are specific to every province in  
15 terms of Indigenous training that we either partner with  
16 the provincial agencies or provide training within the  
17 RCMP or co-partner with other policing agencies as well.  
18 So, there is a lot of training that ---

19 **MS. CARLY TEILLET:** And, specifically  
20 towards Indigenous women and girls who are potentially  
21 being trafficked, not training with regards to that.

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

23 Sorry, not specifically with regard to human trafficking,  
24 but specifically with regard to Indigenous communities and  
25 to be able to understand how to interview, how to approach

1 and to create that better sensitivity and culture  
2 competency with regard to Indigenous communities.

3 **MS. CARLY TEILLET:** So, is there a policy  
4 in place where police officers or constables have to do  
5 certain steps when interacting, or with sex workers or  
6 people they may believe have been trafficked or exploited?  
7 So, for example, allow them the opportunity to clothe  
8 themselves, bring robes with them.

9 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
10 They're -- I can't think of a specific policy that says  
11 that, but I would think that common sense would dictate  
12 that we should be doing that. If someone is not clothed  
13 properly or they're in need of assistance in terms of --  
14 you know, if they're cold, they're uncomfortable, we have  
15 a duty to provide that.

16 **MS. CARLY TEILLET:** So, I would suggest  
17 that it needs to be a policy. And, coming out of the  
18 forsaken report or otherwise known as the Oakland Inquiry  
19 or the Picton Report, the Vancouver Police Department  
20 worked incredibly closely with sex-work organizations and  
21 Indigenous women's organizations to develop such a  
22 protocol so that the women were heard about what would  
23 make them feel comfortable and safe, and to trust the  
24 police. And, living in community has come out of that.  
25 There are issues with implementation, it's a guideline,

1 but it might be something the RCMP would consider. Would  
2 you consider looking into that?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 Absolutely. And, I know the document you're referring to  
5 in British Columbia. I think that's a great idea.

6 **MS. CARLY TEILLET:** Following up on  
7 comments of my colleagues, a little bit about language and  
8 about what we hear so repeatedly from women is that their  
9 voices are important and need to be heard, and that they  
10 do resist and they are survivors. And so, I would urge  
11 you to go back through some of the reports that were  
12 submitted today as evidence before this Commission, and  
13 look for examples where that agency, choice and resistance  
14 of Indigenous women is not present and is erased.

15 So, in particular, the Domestic Human  
16 Trafficking for Sexual Exploitation document talks about  
17 how victims allow themselves to be consumed. My clients  
18 would never use that language. So, when you say they're  
19 less likely to cooperate and identify themselves, that  
20 could be phrased as they are resisting. They are  
21 surviving. They don't want to put themselves in further  
22 violence. There could be an acknowledgment of some of the  
23 harm that comes with interacting with police, some of the  
24 voices of Indigenous women and their lived experiences in  
25 these documents, and that would help to build trust.

1                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

2                   Absolutely.

3                   **MS. CARLY TEILLET:** Thank you.

4                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

5                   Thank you for that.

6                   **MS. MEREDITH PORTER:** Thank you. The next  
7                   representative I would like to invite to the podium is  
8                   from the Native Women's Association of Canada. Ms.  
9                   Virginia Lomax will have five and a half minutes for  
10                  questioning.

11                  **--- CROSS-EXAMINATION BY MS. VIRGINIA LOMAX:**

12                  **MS. VIRGINIA LOMAX:** First, I want to  
13                  acknowledge the spirits of our stolen sisters who are in  
14                  the room with us today, the elders for their prayers and  
15                  for the sacred items here with us. I want to acknowledge  
16                  that we are on the homeland of the Beothuk, Mi'kmaq, Innu  
17                  and Inuit. And, I thank you all for your hospitality and  
18                  your welcome so that we can come here and do our work in a  
19                  good way today.

20                  Assistant Commissioner Crampton, you  
21                  testified that Indigenous women and girls, and members of  
22                  the two-spirit and LGBTQ2 community are particularly  
23                  vulnerable to trafficking; is that correct?

24                  **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

25                  That's correct, yes.



1                   **MS. VIRGINIA LOMAX:** And, the RCMP collects  
2 data relating to trafficking victims; is that correct?

3                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
4 Yes, we do.

5                   **MS. VIRGINIA LOMAX:** Is the RCMP's data  
6 collection disaggregated? Specifically, disaggregated in  
7 that it separates the realities of First Nations, Métis  
8 and Inuit people?

9                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
10 No, I would say it doesn't.

11                   **MS. VIRGINIA LOMAX:** And so, it would not  
12 also be disaggregated for two-spirit, LGBTQ and gender  
13 diverse people?

14                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
15 No, it's not, unfortunately.

16                   **MS. VIRGINIA LOMAX:** And so, can you please  
17 explain what value the data that you do collect may have  
18 to preventing violence against Indigenous women, girls and  
19 gender diverse people, and members of the two-spirit and  
20 LGBTQ communities particularly if it's not accounting for  
21 the diverse realities of these people?

22                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
23 think that's a very good question, and it's one of the  
24 gaps that I identified. And, I believe we need ways to  
25 rectify that. We need better reporting, we need better

1 data collection, which I'm hoping the hotline will help  
2 with that in terms of data collection. But, we also need  
3 better reporting in terms of victims, and the victim  
4 information. We're able to get a lot of offender data,  
5 but not so much in terms of the victims and understanding  
6 what files are taking place across the country, what  
7 investigations are taking place in all the different  
8 police agencies. We really need that cooperation from all  
9 agencies.

10 **MS. VIRGINIA LOMAX:** Does anything come to  
11 your mind to how you might be able to inspire cooperation?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
13 Yes, there is. We -- I mentioned before we have had some  
14 human resourcing issues in our Human Trafficking  
15 Coordination Unit. We now have started -- we're  
16 rectifying that now. We have three new people in the  
17 unit. Two coming in in the near future, and one who has  
18 come in this year. We have had some retirements out of  
19 our unit, so that has created some of our human resource  
20 issues.

21 So, once we're more in place and have  
22 people in place, our goal is to look at having better  
23 coordination in each one of the provinces and territories.  
24 Currently, as I mentioned, we only have coordinators in  
25 British Columbia, Quebec and Nova Scotia. That's very

1 large areas for those people to create coordination with  
2 the -- each agency and each province. So, going forward,  
3 ideal, would be to have someone in every province, and  
4 then it would be much greater collaboration and  
5 communication with all agencies.

6 **MS. VIRGINIA LOMAX:** And, you testified  
7 today regarding a poster that was created in collaboration  
8 with NWAC and AFN regarding immediately reporting a loved  
9 one missing; is that correct?

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
11 That's correct.

12 **MS. VIRGINIA LOMAX:** Throughout the process  
13 of this Inquiry, we have heard from families from coast to  
14 coast to coast under oath on the public record, and I  
15 would like to know, what would you say to families who  
16 have reported their loved ones missing immediately and  
17 were told that they had to wait 24 hours?

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
19 don't know where that has come from. I have heard that  
20 before, and I have heard that from people in the community  
21 as well when I have been policing and speaking to people  
22 who thought they had to wait 24 hours to report someone  
23 missing. I honestly don't know where that has come from,  
24 and I apologize that that has ever happened. It shouldn't  
25 happen.

1                   **MS. VIRGINIA LOMAX:** And, I'm speaking  
2 specifically to the information given to them by police  
3 officers, specifically RCMP officers. We have these  
4 posters that are intended to create awareness among the  
5 public of when they can report, but I would like to know  
6 what's being done to address the myths among your officers  
7 that people must wait 24 hours to report a loved one  
8 missing.

9                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
10 So, we have a new missing person's policy, and I believe  
11 Commissioner Lucki spoke to that policy. The policy was  
12 brought into place, and everyone in our organization has  
13 been mandated to make sure that they understand that  
14 policy and there's training on the policy. So, I would  
15 hope that that would certainly change any type of response  
16 that you're referring to from ever happening again.

17                   **MS. VIRGINIA LOMAX:** And, what would happen  
18 to an officer if they didn't follow that policy?

19                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
20 There could be a disciplinary review or an investigation.

21                   **MS. VIRGINIA LOMAX:** Thank you. Chief Joe  
22 Boland, I'm going to ask you a question on behalf of my  
23 friends from the Saskatchewan Aboriginal Women's Circle  
24 Corporation. You testified today that you took steps to  
25 form a mental health committee when responding to calls

1 where mental health treatment is required. There are a  
2 few situations in Saskatchewan recently where Indigenous  
3 women who called the police for help during a mental  
4 health crisis were met with police violence. What steps  
5 did you take and that you think other provinces should  
6 take to start changing this reality for Indigenous women,  
7 girls and gender diverse people?

8 **CHIEF JOE BOLAND:** That's a great question.  
9 And so, in our province -- I have got 36 years in  
10 policing, and this has been an issue for officers right  
11 back when I first joined. We respond to calls, these are  
12 health care calls, and you can only imagine that when the  
13 officer shows up that it escalates it, puts it down a path  
14 of justice, which it should never go. So, we wanted to  
15 work with the health care community to strain on a  
16 relationship -- and, again, it's not in the boardrooms  
17 where I sit. It's at the frontline services where our  
18 frontline officers who respond and that's where the health  
19 care providers respond as well, but it's also bringing in  
20 persons with lived experience to be part of that solution.  
21 So, when we changed it, it wasn't just police at the table  
22 or healthcare, it was also consumers of the service. And,  
23 it just seemed like a very easy solution to me is that you  
24 give the right response at the right time in the right  
25 place, and that response was a healthcare response.

1                   But, there is, at times, a need for police  
2 to be involved from a safety perspective, but we should  
3 not be considered healthcare providers. Thank you.

4                   **MS. VIRGINIA LOMAX:** Thank you. I have so  
5 many more questions. Perhaps I'll email them to my  
6 friends.

7                   **MS. MEREDITH PORTER:** Thank you. Chief  
8 Commissioner and Commissioners, it's now nearly 4:00. I'm  
9 going to seek your direction with respect to taking an  
10 afternoon break. We have several more parties that are  
11 scheduled to cross-examine the witnesses. Would you like  
12 to proceed with one or two more parties, or would you like  
13 to take a break now?

14                   **CHIEF COMMISSIONER MARION BULLER:** I think  
15 it's pretty unanimous. Let's take -- I'll be generous,  
16 only because they'll gang up on me if I don't. We'll take  
17 a 15-minute break, not a 16-minute break. A 15-minute  
18 break.

19                   **MS. MEREDITH PORTER:** Okay, thank you.

20 \*--- Upon recessing at 3:59 p.m.

21 --- Upon resuming at 4:16 p.m.

22                   **MS. MEREDITH PORTER:** Thank you.  
23 Continuing on then with the respectful cross-examination  
24 of the witnesses, I would like to invite the  
25 representative from the Manitoba Keewatinowi Okimakanak

1 Inc. Representative Jessica Barlow will have five-and-a-  
2 half minutes for questioning.

3 **--- CROSS-EXAMINATION BY MS. JESSICA BARLOW:**

4 **MS. JESSICA BARLOW:** Good afternoon. I  
5 would like to acknowledge the spirits of our sisters,  
6 families and survivors, singers and drummers for the song  
7 today, elders and grandmothers, Commissioners and the  
8 staff from the Inquiry, the sacred items in the room.  
9 And, I would like to express gratitude for the lands that  
10 we're on today, those lands being the Beothuk and Mi'kmaq.  
11 I would also like to express gratitude to the Inuit and  
12 Innu peoples of these lands.

13 Thank you to the witnesses for sharing with  
14 us today. My name is Jessica Barlow, and I am legal  
15 counsel on behalf of MKO. MKO is an advocacy organization  
16 that represents numerous sovereign First Nations in  
17 northern Manitoba. And, today, all of my questions will  
18 be for you, Assistant Commissioner Crampton.

19 And so, we've heard you speak earlier about  
20 the risk factors that you identified in your overview  
21 document that make Indigenous women and girls vulnerable  
22 to human trafficking; is that correct?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

24 Yes, that's correct.

25 **MS. JESSICA BARLOW:** And, we heard you

1 speak with my colleague from Assembly of Manitoba Chiefs  
2 about isolation specifically, and the specific  
3 vulnerabilities that Indigenous women and girls face when  
4 they're transitioning to urban areas; is that correct?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 Yes, that's correct.

7 **MS. JESSICA BARLOW:** And, you listed  
8 certain examples of these risk factors in your document  
9 and your testimony, these isolated risk factors including  
10 family dysfunction, education and employment; is that  
11 fair?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

13 Yes, that's correct.

14 **MS. JESSICA BARLOW:** And, would you add to  
15 these factors a lack of health services, a lack of  
16 adequate housing, food and water insecurity, lack of  
17 programs and services, and a lack of amenities?

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

19 Yes. I would say that's well documented.

20 **MS. JESSICA BARLOW:** Thank you. And, you  
21 spoke to my colleague from AMC earlier about First Nation  
22 engagement and programming as it relates to human  
23 trafficking, and the importance of such programming and  
24 engagement; is that correct?

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**



1 Yes, I did.

2 **MS. JESSICA BARLOW:** Would you advocate for  
3 the provision of resources for such First Nations  
4 programming and engagement?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
6 think that would be terrific.

7 **MS. JESSICA BARLOW:** Thank you. And, you  
8 stated in your testimony about the importance of accurate  
9 data and reporting, and that this is a key challenge that  
10 the RCMP encounters; is that fair?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
12 Yes, it is.

13 **MS. JESSICA BARLOW:** And, would you agree  
14 that more accurate data and true reporting statistics  
15 would assist the RCMP in planning prevention strategies?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
17 Absolutely it would, yes.

18 **MS. JESSICA BARLOW:** And so, we've heard  
19 from Commissioner Lucki in a hearing in Regina regarding  
20 northern Manitoba, specifically, MKO communities where the  
21 RCMP has jurisdiction, and we've heard that these postings  
22 are limited-duration postings, that there are geographical  
23 and weather barriers to service provision. We've heard  
24 that there's not detachments in every First Nation  
25 community, and that there is a known history of distrust

1 between communities and police. Are you familiar with  
2 that at all?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 Not in that particular community that you're referring to,  
5 but in general, yes.

6 **MS. JESSICA BARLOW:** Thank you. And so,  
7 given those factors that I've just listed, would you say  
8 that this might have an impact -- on a person that might  
9 be being trafficked, would this have an impact on them  
10 potentially not reporting or engaging with RCMP?

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

12 Yes, it could. Yes.

13 **MS. JESSICA BARLOW:** And, would this also  
14 have an impact on persons that may be aware of human  
15 trafficking activities not reporting to police?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

17 Yes, it's entirely possible.

18 **MS. JESSICA BARLOW:** And, what is the  
19 police -- what is the RCMP, pardon me, doing to mitigate  
20 these in northern and remote communities in relation to  
21 reporting?

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

23 Again, within Manitoba specifically, we have employees  
24 there who are providing human trafficking awareness  
25 sessions in Indigenous communities in completing that

1 outreach and providing education. But, creating the  
2 outreach itself is a way of helping to break down some of  
3 those barriers, and creating relationships within the  
4 community can certainly help establish that trust.

5 **MS. JESSICA BARLOW:** Thank you. And so,  
6 those individuals that you've identified, those are the  
7 three officers from D-Division that are in the Missing and  
8 Exploited Persons Unit; is that correct?

9 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
10 That's correct, yes.

11 **MS. JESSICA BARLOW:** And, you said that  
12 these individuals are responsible for training officers,  
13 and also doing presentations?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
15 That's correct.

16 **MS. JESSICA BARLOW:** And, is this training  
17 specific to First Nations communities in northern  
18 Manitoba?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
20 It's the training within the toolkits that we provide.  
21 It's possible that Manitoba would add to that training as  
22 well to make it specific, but I'm not aware if they do or  
23 not. I'm sorry.

24 **MS. JESSICA BARLOW:** And, are you aware of  
25 any extent that these three individuals would work with

1 specific First Nations communities to tailor that  
2 training?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 No, I'm not aware of that. Sorry.

5 **MS. JESSICA BARLOW:** Okay. And so, you  
6 also listed raising awareness and sensitizing law  
7 enforcement officers as a key challenge; is that true?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

9 Yes.

10 **MS. JESSICA BARLOW:** And so, in the  
11 northern context that we were just speaking about where  
12 police officers may not be -- may not be fully familiar  
13 with the communities that they're serving, given the fact  
14 that they're there for a short duration of time, they're  
15 not physically present in the community sometimes, would  
16 you say that this might impact on their ability to be  
17 sensitive to the vulnerabilities of those specific  
18 communities?

19 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

20 Yes, it certainly could if we're not there in the  
21 community and ingrained in the community. You're  
22 absolutely right.

23 **MS. JESSICA BARLOW:** Thank you. And so,  
24 you also spoke about -- so that would be a gap, I assume?

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Yes, it would be.

2 **MS. JESSICA BARLOW:** And so, you identified  
3 other gaps as well, and I guess I'm just wondering what  
4 kind of a timeline the RCMP has to -- that they are  
5 expecting to address some of these gaps in northern and  
6 remote communities?

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** In  
8 terms of further education or...?

9 **MS. JESSICA BARLOW:** Just addressing the  
10 gaps generally. Like, you addressed earlier that there  
11 may be steps taken or steps that you may be taking, and  
12 I'm just wondering if there's a timeline that the RCMP has  
13 to address these gaps or...

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
15 don't think I -- I'm not sure that I said specific to  
16 northern communities. With regard to northern  
17 communities, we do a lot of outreach and education and  
18 programming within those communities. In terms of going  
19 forward within the human trafficking coordination centre,  
20 we'll be looking at amending policy, amending the toolkits  
21 that are used in those communities, and that will be  
22 upcoming in the next year as we continue to staff that  
23 unit.

24 So, those pieces of education that would be  
25 used in those communities will be updated as soon as

1 possible, including the new hotline that's coming in with  
2 public safety.

3 **MS. JESSICA BARLOW:** Wonderful. Thank you.  
4 That's my time.

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
6 Thank you.

7 **MS. MEREDITH PORTER:** Thank you. The next  
8 party I'd like to invite to the podium is from Families  
9 for Justice. Ms. Suzan Fraser will have five-and-a-half  
10 minutes for questions.

11 **--- CROSS-EXAMINATION BY MS. SUZAN FRASER:**

12 **MS. SUZAN FRASER:** Thank you. Chief  
13 Commissioner, Commissioners, thank you. My name is Suzan  
14 Fraser. I am here on behalf of a number of families who  
15 have lost or who are looking for loved ones, and I am  
16 grateful that they have placed their confidence in me, and  
17 I particularly think of them today as I ask you questions.  
18 I echo the remarks of my friends in terms of the land and  
19 the support that we're being given here today.

20 Ms. Dobson, you've provided us with a lot  
21 of helpful material, and because no good deed goes  
22 unpunished, I have a lot of questions for you. Am I right  
23 that the independent legal advice voucher for victims of  
24 sexual assault is limited to four hours?

25 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

1       **DOBSON:** That's correct. For the voucher, it's a four-  
2       hour amount of service that the victim can access.

3               **MS. SUZAN FRASER:** Thank you. And, what is  
4       the number of human trafficking protection orders that  
5       have been granted by courts in Ontario?

6               **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

7       **DOBSON:** As far as I know, there have been two so far  
8       since May.

9               **MS. SUZAN FRASER:** Okay. And, do you know  
10       how many have been applied for?

11              **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

12       **DOBSON:** I believe it is just the two.

13              **MS. SUZAN FRASER:** Okay. You have spoken  
14       of the survivor circles that support the work around human  
15       trafficking. Are the people who sit in survivor circles,  
16       are they salaried position?

17              **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

18       **DOBSON:** So, are you referring to the lived experience  
19       table?

20              **MS. SUZAN FRASER:** Yes.

21              **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

22       **DOBSON:** I don't believe they're salaried. I think they  
23       may receive -- that's something we can check. They may  
24       receive an honorarium or some *per diem* travel expenses,  
25       but I don't believe they're receiving any salary for that.

1                   **MS. SUZAN FRASER:** Right. You can  
2 appreciate that those people who provide their lived  
3 experience are experts and are often called upon for very  
4 little money to provide their expertise and guidance, and  
5 that continues to put them at risk in terms of living at  
6 poverty.

7                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

8 **DOBSON:** I understand.

9                   **MS. SUZAN FRASER:** Okay. At Schedule B of  
10 Exhibit 25 -- sorry, Schedule B is what we had it as. I  
11 believe it's Exhibit 25 now, which is the Victim Crisis  
12 Program Standards.

13                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

14 **DOBSON:** Mm-hmm.

15                   **MS. SUZAN FRASER:** If you could turn to  
16 page 5. You define child abuse there as inflicting or  
17 threatening -- not you, but the program standard. Do you  
18 have that, ma'am?

19                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

20 **DOBSON:** I'm just flipping to it. I think it's -- okay.  
21 What page are you on?

22                   **MS. SUZAN FRASER:** Page 5, please.

23                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

24 **DOBSON:** Okay. Thank you.

25                   **MS. SUZAN FRASER:** So, just at the bottom



1           there. Child abuse is defined as inflicting or  
2           threatening to inflict physical or sexual harm on a child.  
3           And, it's fair to say that that's a fairly limited  
4           definition of child abuse?

5                           **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

6           **DOBSON:** Yes, I don't seem to have the same tab. So, I'm  
7           sorry. Victim Quick Response Program Standards?

8                           **MS. SUZAN FRASER:** I was looking at ---

9                           **MR. JULIAN ROY:** I think you're on Tab A,  
10          which is Victim Crisis ---

11                           **MS. SUZAN FRASER:** Okay. My -- pardon me.

12                           **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13          **DOBSON:** Sorry.

14                           **MS. SUZAN FRASER:** It's the Victim Crisis  
15          Assistance Ontario, and perhaps your counsel can put me in  
16          the right spot.

17                           **MR. JULIAN ROY:** It's Tab A and it was  
18          document B for you. And, I think you're at page 5.

19                           **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

20          **DOBSON:** Okay.

21                           **MS. SUZAN FRASER:** Yes, thank you.

22                           **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

23          **DOBSON:** There we go.

24                           **MR. JULIAN ROY:** Does that help?

25                           **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

1           **DOBSON:** Now we're the same.

2                           **MS. SUZAN FRASER:** Okay.

3                           **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4           **DOBSON:** All right. Okay. Yes.

5                           **MS. SUZAN FRASER:** Right. So, that  
6 standard excludes emotional abuse, neglect or other kind  
7 of child abuse that's defined in the *Child and Family*  
8 *Services and Youth Act*?

9                           **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

10          **DOBSON:** Yes.

11                          **MS. SUZAN FRASER:** And, it's a fairly  
12 narrow definition?

13                          **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

14          **DOBSON:** Mm-hmm.

15                          **MS. SUZAN FRASER:** Do you know what the  
16 reason for that is?

17                          **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

18          **DOBSON:** I don't think there's a reason why. I think it  
19 could be a matter of the two just not being in harmony.  
20 What I'd say is, if child victims present to these program  
21 services, we do serve child victims.

22                          **MS. SUZAN FRASER:** They don't have to meet  
23 a particular -- they shouldn't have to meet a particular  
24 definition ---

25                          **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

1           **DOBSON:** No.

2                           **MS. SUZAN FRASER:** --- if they're ---

3                           **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4           **DOBSON:** No.

5                           **MS. SUZAN FRASER:** --- a victim?

6                           **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

7           **DOBSON:** No.

8                           **MS. SUZAN FRASER:** Okay. What I would like  
9           to do is look at the notion of program standards. And,  
10           you described these as being available to the public so  
11           that the public can know what they can access. But, am I  
12           right that program standards are usually what a ministry  
13           uses when it's working with transfer payment agencies or  
14           service providers to identify the terms on which services  
15           should be provided?

16                           **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

17           **DOBSON:** That's one of the principle reasons why we have  
18           those standards, yes.

19                           **MS. SUZAN FRASER:** All right. And, do you  
20           have any outward facing -- what I would describe as  
21           outward facing standards, so that when somebody from the  
22           outside is looking at victim services, they can say, "This  
23           is what I'm entitled to." So, an outward facing standard  
24           might say, "When you come to victim services, you will be  
25           treated in this manner. You can receive these things."

1 Does that exist?

2 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

3 **DOBSON:** So, we do on our website have for various  
4 programs, like our Victim Witness Assistance Program, we  
5 talk about what to expect when you come to the office,  
6 what kind of services you would receive. We have a victim  
7 services directory, so people can access the various other  
8 agencies that we fund, and they would direct them to their  
9 individual websites or their information.

10 **MS. SUZAN FRASER:** Okay. And, I'm just --  
11 I'd like to turn to your policing partners, Chief,  
12 Inspector, Assistant Deputy Commissioner -- I've lost  
13 track of the ranks -- do you have outward facing  
14 standards, so that when a member of the public is coming  
15 to report a missing person, that they know -- that you  
16 say, "When you come to the police, you can expect to be  
17 treated with respect. You can expect for us to take a  
18 full and comprehensive report." Inspector Chalk, do those  
19 exist anywhere within the OPP, an outward facing standard?

20 **INSPECTOR TINA CHALK:** We have a family  
21 guide ---

22 **MS. SUZAN FRASER:** Yes.

23 **INSPECTOR TINA CHALK:** --- which explains  
24 some of those things for someone who is coming in and  
25 reporting a family member missing.

1                   **MS. SUZAN FRASER:** So, they would include  
2 the standards of what they can expect?

3                   **INSPECTOR TINA CHALK:** I can't remember  
4 exactly what each piece is, but that's the nature of that  
5 document, so there's a better understanding and how you  
6 might feel, all of those things.

7                   **MS. SUZAN FRASER:** Chief Boland, do you  
8 have such an outward facing standard of what to expect  
9 when you ---

10                  **MS. MEREDITH PORTER:** Counsel. Yes, sorry,  
11 the time's up.

12                  **MS. SUZAN FRASER:** Okay. It was part of a  
13 bigger question, but thank you.

14                  **MS. MEREDITH PORTER:** The next  
15 representative I'd like to invite up to the podium is  
16 Aboriginal Women's Action Network. Ms. Faye Blaney will  
17 have five and a half minutes for her questions.

18                  **--- CROSS-EXAMINATION BY MS. FAY BLANEY:**

19                  **MS. FAY BLANEY:** Good afternoon. I wanted  
20 to say briefly who the Aboriginal Women's Action Network  
21 is. We're a group of Indigenous women across the province  
22 of B.C. and we've taken action on male violence against  
23 Indigenous women and all women for that matter, and we've  
24 been doing that since our inception in 1995.

25                               As part of the World Women's March Against

1 Poverty and Violence, which was the third one, in the year  
2 2000 – the first one was in Quebec City -- Quebec, I mean  
3 – we participated and rafted down the Fraser River in the  
4 Journey for Justice, and we were opposing the  
5 implementation of alternative measures or restorative  
6 justice in cases of violence against Indigenous women, and  
7 we held five focus groups. And, we've also participated  
8 in organizing the annual Valentine's Day Memorial March in  
9 the Downtown Eastside of Vancouver.

10 So, my first question is to Assistant  
11 Commissioner Joanne Crampton – and all of my questions are  
12 directed to you. So, my first question pertains to the  
13 trafficking of Indigenous women and girls in B.C. What  
14 steps are being taken to address the trafficking in port  
15 cities such as Vancouver or Prince Rupert, and even the  
16 trafficking internally from Prince George and other areas  
17 like that?

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

19 Currently, there is the coordinator position that I  
20 mentioned, that reports to the National Coordination  
21 Centre or certainly works with us, but reports to --  
22 within British Columbia. And, in addition, there is a  
23 position, I'm just going to refresh my memory in terms of  
24 exactly what they're doing, because I know they're coming  
25 forward with a lot of initiatives in British Columbia as

1 part of the Opal Inquiry.

2 There is a position within the provincial  
3 Counter Exploitation Unit that works on human trafficking  
4 as part of their mandate, and as well we're combining  
5 municipal, provincial and federal positions to work  
6 together to ensure that there's joint cooperation with  
7 regard to human trafficking, completing outreach in the  
8 communities and, of course, investigations as well.

9 **MS. FAYE BLANEY:** So, at a previous  
10 hearing, we heard the testimony of Dee Stewart, an  
11 Indigenous officer, RCMP officer, in B.C. And, if I  
12 recall correctly, I think that the budget that she manages  
13 annually is, like, double or triple what NAN receives, the  
14 Nishnawbe Aski Nation, and they're actually on the ground,  
15 the Indigenous police officers there. And, what she  
16 shared with us is that she does recruitment and community  
17 relations, and they've gone on canoe trips and the like.  
18 And, I'm just wondering if her office has been utilized to  
19 address any aspect of MMIWG or even human trafficking or  
20 sexual exploitation with a budget of that size.

21 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
22 I'm sorry, I wouldn't be able to answer that question.  
23 I'm not aware of whether they're working with our Missing  
24 and Murdered Indigenous Women and Girls Inquiry Group.  
25 I'm sorry.

1                   **MS. FAYE BLANEY:** All right. I just wanted  
2                   that on the record. So, Bill C-36 is my next question,  
3                   the *Protection of Community and Exploited Persons Act*.  
4                   So, what I'm wondering, I think you've already responded  
5                   to previous questions about lack of records for the  
6                   arrests of pimps and johns across this country, or even  
7                   the implementation of that law, what I'm wondering is if  
8                   pimps and johns were to be legalized, do you anticipate  
9                   that the problem of sexual exploitation and human  
10                  trafficking of Indigenous women and girls would be  
11                  exacerbated?

12                  **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
13                  Just to address your first point, there is records of  
14                  pimps and johns being charged. That's a statistic that we  
15                  just don't collect, though, at the National Coordination  
16                  Centre. We collect human-trafficking-specific charges or  
17                  related charges, not necessarily where a john is being  
18                  charged or a pimp being charged.

19                  With regard to your second point, I don't  
20                  know that that would end trafficking. I guess if  
21                  everything was legalized and there was no money to be  
22                  made, I suppose it could.

23                  **MS. FAY BLANEY:** I have five questions and  
24                  I really want to spend more time on this one, but I want  
25                  to go on to another one that I really want to get in here.



1 I have been so alarmed at what has been happening in Val-  
2 d'Or, the Human Rights Watch Report with regard to police  
3 officers being the ones that are the perpetrators of  
4 sexual violence, sexual exploitation in Prince George. I  
5 have the example of Jim Fisher in Vancouver who was the  
6 counter exploitation -- like the director, and he was  
7 charged. And so, I'm wondering what is being done to  
8 address this issue, or even this attitude of the abuse of  
9 power among police officers?

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

11 There's -- if someone is accused of abuse of power, there  
12 would be an investigation that's conducted, and a  
13 disciplinary hearing could take place, or discipline could  
14 be provided. If there is an accusation, then it would be  
15 fully investigated.

16 **MS. FAY BLANEY:** I'm not allowed to ask  
17 anymore, am I? I have another question for her.

18 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

19 Thank you.

20 **MS. MEREDITH PORTER:** Thank you. The next  
21 representative I would like to invite to the podium is  
22 from the Inuit Tapiriit Kanatami. Ms. Elizabeth Zarpa  
23 will have five-and-a-half minutes for questions.

24 **--- CROSS-EXAMINATION BY MS. ELIZABETH ZARPA:**

25 **MS. ELIZABETH ZARPA:** Good afternoon. My

1 name is Elizabeth Zarpa, and I'm legal counsel  
2 representing Inuit Tapiriit Kanatami. ITK represents  
3 65,000 Inuit throughout Canada, prominently in the north,  
4 but also in southern urban centres like St. John's, for  
5 instance.

6 I want to acknowledge the original  
7 inhabitants who lived and continue to live in Newfoundland  
8 and Labrador prior to European settlement, namely the  
9 Beothuk, Mi'kmaw, Nunatsiavut and also the Innu. I want  
10 to acknowledge and thank Inuk Elder Ms. Peogie (phonetic)  
11 for travelling here all the way from Labrador and keeping  
12 the qulliq lit all throughout this week.

13 My questions are going to be predominantly  
14 for you, Mr. Joe Boland. Can I call you Mr. Boland?

15 **CHIEF JOE BOLAND:** Totally.

16 **MS. ELIZABETH ZARPA:** In your 36 years'  
17 experience with the RNC, have you worked with Indigenous  
18 people from Newfoundland and Labrador?

19 **CHIEF JOE BOLAND:** I have worked on certain  
20 committees where there has been representation from  
21 Indigenous, yes.

22 **MS. ELIZABETH ZARPA:** Have you worked with  
23 Indigenous women and girls who have experienced violence?

24 **CHIEF JOE BOLAND:** I have -- again, I have  
25 worked on committees where there have been women, yes,

1 Indigenous women that have experienced violence.

2 **MS. ELIZABETH ZARPA:** And, have you worked  
3 with Indigenous women and girls who have experienced sex  
4 trafficking within Newfoundland and Labrador?

5 **CHIEF JOE BOLAND:** I personally have not.

6 **MS. ELIZABETH ZARPA:** And, could you please  
7 explain who the Indigenous groups within the Province of  
8 Newfoundland and Labrador are?

9 **CHIEF JOE BOLAND:** Well, we have in St.  
10 John's area, we have -- I couldn't -- I probably can't,  
11 no. I can think about, you know, Mi'kmaw and the Qalipu,  
12 and the West Coast, and the Inuit, and the Innu in  
13 Labrador, but I don't have and I don't possess to know a  
14 lot about the Indigenous, but I'm learning as I go.

15 **MS. ELIZABETH ZARPA:** Thank you. And,  
16 where in the RNC training do officers learn about the  
17 Indigenous people of this province?

18 **CHIEF JOE BOLAND:** It is a gap, and that's  
19 why we bring in people in our community from the St.  
20 John's Native Friendship Centre to teach our recruits, to  
21 our senior management and to others in our training day  
22 more about the cultures of the Indigenous people of our  
23 province.

24 **MS. ELIZABETH ZARPA:** So, is there  
25 mandatory training for RNC officers?

1                   **CHIEF JOE BOLAND:** It is, yes.

2                   **MS. ELIZABETH ZARPA:** And, could you please  
3 elaborate in brevity what that is?

4                   **CHIEF JOE BOLAND:** Well, what it is, is  
5 that -- the training you mean or...

6                   **MS. ELIZABETH ZARPA:** The training that RNC  
7 officers have in relation to understanding who the  
8 Indigenous population is within this province.

9                   **CHIEF JOE BOLAND:** Well, it's -- as I said,  
10 you know, in Corner Brook if you look at, it's been  
11 involved with the community in Corner Brook. It's  
12 reaching out. This is a very complex topic that we're  
13 talking about. We haven't learned this in our history  
14 coming through school, and we're trying to learn more.  
15 And, the best way for us to learn more is to reach into  
16 the community, the people from an Indigenous community  
17 that can come in and speak to us about culture, and about  
18 language, and what's acceptable and what's not acceptable.

19                   So, we invite -- if you're in the St.  
20 John's area, it'll be the St. John's Native Friendship  
21 Centre that will come in and offer that training to us.  
22 In Corner Brook, it's the different organizations within  
23 the Qalipu and same in Labrador.

24                   **MS. ELIZABETH ZARPA:** Thank you. And,  
25 would you agree that understanding Indigenous peoples of

1 this province's realities is an important aspect of  
2 working on issues like violence against missing and  
3 murdered Indigenous women and girls?

4 **CHIEF JOE BOLAND:** I 100 percent agree, and  
5 there's no way to really get to a solution until we learn  
6 more.

7 **MS. ELIZABETH ZARPA:** And, would you agree  
8 that usually people who can speak to Indigenous realities  
9 are Indigenous people themselves?

10 **CHIEF JOE BOLAND:** Absolutely. And, my  
11 experience has been -- on any of the committees that I  
12 have sat on is the persons with lived experience, the  
13 persons that -- you know, the Indigenous community and  
14 with their cultures, they're the ones that bring the most  
15 insight. We, I think -- you know, when -- especially --  
16 I'll say this for myself, that when I attend committee  
17 meetings, I'm there for the best interest, but sometimes,  
18 my lack of knowledge can cause problems as well.

19 **MS. ELIZABETH ZARPA:** And, in your  
20 biography, it outlines that you are on the newly formed  
21 provincial steering committee on violence against women  
22 and girls?

23 **CHIEF JOE BOLAND:** Correct.

24 **MS. ELIZABETH ZARPA:** And, on the steering  
25 committee, there is no Labrador Inuit woman on that

1 committee; correct?

2 **CHIEF JOE BOLAND:** It is correct, but I  
3 think Chris Sheppard has stepped back, and I think there  
4 is going to be a person appointed to that committee from  
5 the Indigenous women.

6 **MS. ELIZABETH ZARPA:** And, would you make a  
7 recommendation that, moving forward, any Newfoundland and  
8 Labrador provincial committee dealing with violence  
9 against women, girls and LGBTQ2S include Inuit women and  
10 girls?

11 **CHIEF JOE BOLAND:** I would.

12 **MS. ELIZABETH ZARPA:** Okay. And, in  
13 Exhibit 41, it states on page 16 and 18 that the RNC  
14 worked with the Qalipu in 2016 in relation to going  
15 camping, engross more (phonetic) and also Aboriginal Day.  
16 You also testified that there's programming happening here  
17 on the island with the Mi'kmaw of Western Newfoundland,  
18 but can you please elaborate on whether the RNC are doing  
19 any specific Inuit programming in Labrador? Because from  
20 what I understand, the RNC are also stationed in Labrador  
21 West.

22 **CHIEF JOE BOLAND:** Yes, Inspector Tom  
23 Warren is the officer in charge, and it's my understanding  
24 from an email that they sent me is that they're very  
25 active with the Indigenous community in Labrador, sit on

1 many of the committees similar to the ones in Corner  
2 Brook.

3 **MS. ELIZABETH ZARPA:** That's my time.  
4 Thank you.

5 **MS. MEREDITH PORTER:** Thank you. The next  
6 party I would like to invite to the podium is from the  
7 Missing and Murdered Indigenous Women and Girls Manitoba  
8 Coalition. Ms. Sandra Delaronde will have five-and-a-half  
9 minutes for questions.

10 **--- CROSS-EXAMINATION BY MS. SANDRA DELARONDE:**

11 **MS. SANDRA DELARONDE:** Good afternoon,  
12 Chief Commissioner and Commissioners. I would like to  
13 acknowledge the spirit of the ancestors of this land and  
14 the space that we are in. And, we say, to encompass all  
15 of creation, we acknowledge all of our relations.

16 I bring these questions forward in the most  
17 humble way that I know, and for the -- in honour of all  
18 the women and the communities that have fought for many  
19 years and across generations for this Inquiry for an  
20 opportunity for our voices to be heard and for the safety  
21 of the -- of our loved ones that have -- are now here and  
22 those yet to come.

23 And, my first question is to Inspector  
24 Chalk, I think? Is it Inspector? Yes. Okay. So, when  
25 you had talked about -- asked about racism -- or

1 questioned about racism, you noted that part of it is how  
2 the victim feels that contributes to their vulnerability.  
3 Does that vulnerability play a factor in how cases are  
4 investigated?

5 **INSPECTOR TINA CHALK:** I'm not sure. If  
6 you can explain the question a little bit better for me?

7 **MS. SANDRA DELARONDE:** When you were  
8 questioned about racism this morning, you said that often  
9 it's how the victim internalizes racism ---

10 **INSPECTOR TINA CHALK:** Yes.

11 **MS. SANDRA DELARONDE:** --- that contributes  
12 to their vulnerability. So, if a victim is feeling  
13 vulnerable, does that play a factor in how their cases are  
14 investigated in terms of being victims of human  
15 trafficking?

16 **INSPECTOR TINA CHALK:** I think it would be  
17 much more difficult, because if they're feeling like that,  
18 they probably aren't going to be open with the officer and  
19 they're probably not going to be able to articulate what's  
20 really happening to them if they feel they're not  
21 believed. So, I think that would absolutely be an issue.

22  
23 **MS. SANDRA DELARONDE:** So how does your  
24 police service then work with and train officers to  
25 support those victims?



1                   **INSPECTOR TINA CHALK:** Well, generally the  
2 officers who are involved in this are specialist officers,  
3 so they would have that Indigenous training or should or  
4 will be. And so they have that understanding to start out  
5 with and they're compassionate officers who are driven to  
6 help victims of crime, particularly sexual type crimes.  
7 So I think the officers that are dealing with that when  
8 they're taking their statements and things, that those are  
9 the officers that really understand this, to some extent.

10                   But I think there's other things that we  
11 can do as well, and something I've never thought about,  
12 but just simple things like asking a victim if they wanted  
13 to have -- use a feather, for example, while they're  
14 giving a statement, I haven't thought about that. Those  
15 type of things are very important. I think we need to  
16 think through some of those things. That would help.

17                   **MS. SANDRA DELARONDE:** Okay, thank you. So  
18 you had also noted that your officers are required to take  
19 Indigenous cultural training. Are you able to track data  
20 or collect data on whether this training is effective in  
21 the performance of their work with Indigenous people and  
22 particularly victims of human trafficking?

23                   **INSPECTOR TINA CHALK:** I'm not sure how you  
24 would track that unless they were subject of a complaint  
25 or something along those lines, perhaps if you could

1 cross-check that whether those people had had that  
2 training or not. I'm not sure how else. I would have to  
3 think through ability to do that.

4 **MS. SANDRA DELARONDE:** Okay, thank you.

5 My next question is for Deputy Commissioner  
6 Crampton. You had noted that there is an Indigenous  
7 liaison in Nova Scotia in human trafficking. Is there  
8 consideration given to hiring an Indigenous liaison in  
9 every province or division where the RCMP is ---

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** We

11 ---

12 **MS. SANDRA DELARONDE:** --- contracted?

13 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

14 Oh, sorry. Yes, we've talked about that as a best  
15 practice and we'll certainly be moving that forward as a  
16 recommendation to other provinces to consider. We have  
17 Aboriginal or Indigenous liaisons in most -- or in a lot  
18 of the communities. And that should be a role that could  
19 be incorporated into some of what they do or in an  
20 additional position if their workload wouldn't allow for  
21 human trafficking investigations and outreach.

22 **MS. SANDRA DELARONDE:** Okay. You also  
23 noted this morning that you do collect information on  
24 victims. I'm wondering as well, do you collect  
25 information on perpetrators of crime and develop profiles

1 as such?

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

3 Yes, we do.

4 **MS. SANDRA DELARONDE:** Okay.

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** In  
6 Project Safekeeping, the result of that review came out  
7 with several -- or several pieces of information, one of  
8 which was a profile of a trafficker, as well as what types  
9 of groups are involved in trafficking, and there was a lot  
10 of data in that particular project that came out.

11 **MS. SANDRA DELARONDE:** Okay, thank you.

12 And my last question is to Assistant Deputy  
13 Minister Dobson, you mention in the Indigenous Justice  
14 Division you noted that this morning. So my question is,  
15 how many Indigenous people with lived experience in  
16 community do you have in decision-making positions in your  
17 area of responsibility?

18 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

19 **DOBSON:** So the Indigenous Justice Division is another  
20 division in our ministry, in the Ministry of the Attorney  
21 General. It has an assistant deputy, attorney general and  
22 about 30 or so staff I believe. And I would say the  
23 majority of the staff that are there are Indigenous.

24 **MS. SANDRA DELARONDE:** Okay. Just one more  
25 quick question, of the 220 transfer payment organizations,

1 who makes the decision on where those -- on the funding  
2 processes? Is it -- do you have Indigenous people with  
3 lived experience and community as part of that decision-  
4 making process?

5 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

6 **DOBSON:** Not in the funding decision per se; however, the  
7 program designs and evaluations and the improvements we  
8 make to programs. As I mentioned, we have a number of  
9 tables where we talk about and discuss our victim  
10 services, including Indigenous partners that we ---

11 **MS. SANDRA DELARONDE:** Thank you.

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** --- they have those conversations with.

14 **MS. SANDRA DELARONDE:** Thank you.

15 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

16 **DOBSON:** Thank you.

17 **MS. MEREDITH PORTER:** Thank you.

18 The next party I'd like to invite to the  
19 podium is from Regina Treaty Status Indian Services. Ms.  
20 Erica Beaudin will have five-and-a-half minutes for  
21 questioning.

22 **--- CROSS-EXAMINATION BY MS. ERICA BEAUDIN:**

23 **MS. ERICA BEAUDIN:** Good afternoon.

24 Wela'lin to the Elders, drummers and singers for their  
25 prayers, songs and nakurmiik for the lighting of the

1       qulliq. Thank you to the Elder for the welcome to the  
2       unceded territories of the Mi'kmaw and Beothuk as well as  
3       the Inuit people who call this home.

4                   My name as stated is Erica Beaudin. I hold  
5       the position of Executive Director of the Regina Treaty  
6       Status Indian Services out of Treaty 4 territory in what  
7       is now Saskatchewan.

8                   My first question is to Assistant  
9       Commissioner Joanne Crampton. What is your knowledge of  
10      the role of Indigenous gang activity in the issue of  
11      sexual exploitation or human trafficking of -- pardon me --  
12      - of Indigenous women, girls and two-spirited individuals?  
13      And before you answer that, the follow-up is, is it mainly  
14      in the grooming and recruitment? Do they work or partner  
15      with larger criminal organizations, in particular, non-  
16      Indigenous ones?

17                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

18      Thank you for that. In Project Safekeeping we identified  
19      that gang activity is quite prevalent within the area of  
20      human trafficking, but generally working on their own and  
21      not necessarily as a gang -- as a group, I should say.  
22      They're making profits individually, although they're  
23      associated to gangs and are gang members.

24                   So there is a prevalence there. It's not  
25      necessarily associated to organized crime and there's no

1 evidence to say that the gang -- the entire gang would be  
2 involved in something like that.

3 **MS. ERICA BEAUDIN:** So when there is women  
4 who are taken from the streets and they go to the next  
5 province, you're saying that's still localized gang  
6 activity?

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
8 Not necessarily. So trafficking could be being sold to  
9 someone who's working in another community, or it could be  
10 the trafficker themselves who is moving their people that  
11 they're trafficking to another area.

12 So, generally, people work alone when  
13 they're -- when they are trafficking. They might work in  
14 conjunction with a partner, a female partner or sometimes  
15 a male partner, but oftentimes it's alone and it's not  
16 necessarily an organized crime type activity.

17 **MS. ERICA BEAUDIN:** Okay, thank you.

18 My next question is for Ms. Dobson. I  
19 understand that provinces mostly in the justice ministries  
20 decide what model of victim services they choose. It  
21 would seem -- pardon me -- that Ontario has chosen a  
22 combination victim services model; that is both police  
23 services as well as NGOs or Indigenous groups hold these.  
24 Do you feel it's important for victims to have a choice in  
25 who they choose to support them in this process?

1                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

2           **DOBSON:** Yes.

3                   **MS. ERICA BEAUDIN:** Do you believe that --  
4           would you make that as a recommendation that victim  
5           services models are most effective when there is a choice  
6           between the systems that perhaps are not trusted as well  
7           as other organizations outside of those judicial systems?

8                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

9           **DOBSON:** Yes, in fact, many of our program services are  
10          designed that way so people can make a choice. They can  
11          come to our service without having to, for example, report  
12          to police.

13                   **MS. ERICA BEAUDIN:** Thank you very much.

14                   Chief Boland, it's definitely encouraging  
15          to hear your presentation this morning. I have to say the  
16          position of an analyst to oversee or to be that somber  
17          second look, if you will, of files is the first I've heard  
18          in determining, amongst other things, unconscious bias.  
19          Does this include racial bias?

20                   **CHIEF JOE BOLAND:** It includes all biases.

21                   **MS. ERICA BEAUDIN:** Okay. So unconscious  
22          bias at best is ignorance and at worst it's not  
23          unconscious at all. It is outright racist. Do you  
24          believe that position, such as this analyst position, is  
25          important in creating accountability within your force, as

1 well as public trust?

2 **CHIEF JOE BOLAND:** Absolutely.

3 **MS. ERICA BEAUDIN:** Would you recommend  
4 this position or positions to other police forces?

5 **CHIEF JOE BOLAND:** I would.

6 **MS. ERICA BEAUDIN:** Thank you.

7 My next question can be answered by any of  
8 the police representatives on the panel. As you are  
9 aware, the grooming of a victim often precludes sexual  
10 exploitation and trafficking. This can be having the  
11 victim participate in criminal acts so they won't go to  
12 the police. Pardon me. Both with personal experience as  
13 well as truths told to me, I present the following  
14 recurring situation.

15 Even in working in partnership with the  
16 police before we bring in a victim to request assistance  
17 in keeping them safe, these victims have their names run,  
18 and if they are wanted or suspected they are detained and  
19 sometimes charged. The end result, they either leave, and  
20 in some cases are more in danger, or they have been  
21 treated like the perpetrator or criminal and are now part  
22 of the legal system process, which may include removing  
23 children from their care.

24 What could be done by police forces so that  
25 victims who come forward for assistance are not subjected



1 to this treatment; and secondly, any solutions that you  
2 may state, how can this be enacted into policy and  
3 procedure?

4 **INSPECTOR TINA CHALK:** I could say that I'm  
5 not sure why they would be ran if they were victims coming  
6 in to provide information. That wouldn't be something  
7 that would be a routine process for us to do. And I can  
8 say that we do see situations which are very difficult  
9 where trafficked women end up becoming traffickers, and we  
10 all know because of the fact that they're victims and all  
11 of the information that -- the coercion, that they then  
12 become an offender, and it's a very difficult scenario to  
13 be in for the police, because sometimes we have -- that  
14 they may have assaulted someone else, badly assaulted  
15 someone else, and that person wants them charged, for  
16 example.

17 So, it can get really complicated, but we  
18 do have an understanding that the reason they're in that  
19 position in the first place was because they were a victim  
20 and all of the trauma that goes with that. So, those are  
21 the type of scenarios where officers really need to  
22 understand it and get to the bottom of what has happened,  
23 and the courts also need to look at the whole entire  
24 situation and really understanding that, and it's very  
25 complicated.

1                   **MS. ERICA BEAUDIN:** Thank you. Any others  
2 would like to respond?

3                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** Go ahead, if you want to answer.

5                   **INSPECTOR TINA CHALK:** Oh, no. That's all  
6 right. Thank you.

7                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

8 No, that's fine.

9                   **MS. ERICA BEAUDIN:** No, that's fine.

10                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

11 Thank you.

12                   **MS. ERICA BEAUDIN:** Thank you very much.

13                   **MS. MEREDITH PORTER:** The next party I'd  
14 like to invite to the podium is from the Congress of  
15 Aboriginal Peoples. Ms. Alisa Lombard will have five-and-  
16 a-half minutes for questioning.

17 **--- CROSS-EXAMINATION BY MS. ALISA LOMBARD:**

18                   **MS. ALISA LOMBARD:** Thank you. Good  
19 afternoon. Wela'lin to the Indigenous peoples of these  
20 beautiful lands for welcoming us. To the elders, the  
21 families, the Commissioners, witnesses and counsel, thank  
22 you for sharing and listening today.

23                   Assistant Commissioner Crampton, you  
24 mentioned under reporting by victims and survivors. You  
25 spoke about the importance of education, to deliver

1 messaging, to make sure people know what human trafficking  
2 really is. You also said that a lot of women and girls  
3 who are in an exploitative situation don't know or perhaps  
4 truly understand that they're in that very situation. Is  
5 this a correct understanding of your testimony?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

7 That's correct, yes.

8 **MS. ALISA LOMBARD:** Building on my  
9 colleague Ms. Teillet's thoughtful reference, the need for  
10 police policies and procedures to ensure further harm is  
11 not caused to Indigenous women and girls, and building on  
12 Ms. Blaney's comments with respect to the abuse of power,  
13 I want to boldly and directly raise the role of power and  
14 its institutional nerve centres in so-called under  
15 reporting. This goes to trust in police, which was raised  
16 by this panel multiple times as a significant barrier to  
17 building relationships. The example I'm about to relate  
18 may be triggering.

19 In 2015, CBC reported, based on RCMP  
20 adjudication documents obtained by them, that an RCMP  
21 constable, "Took an intoxicated Aboriginal woman he had  
22 arrested out of a cell and drove her to his northern  
23 Manitoba home to pursue a personal relationship." This  
24 article goes on to say, "And documents reveal that his  
25 fellow officers teased and goaded him by text about how

1 far he might go, including what the officers termed 'jokes  
2 about specific sexual acts'." The article also reported  
3 that the senior officer in the detachment first said, "It  
4 wasn't right" for the constable to take the woman out of  
5 custody, but finally said, "You arrested her. You can do  
6 whatever the [expletive] you want to do."

7 A written decision was not delivered until  
8 2014, though the alleged event occurred in 2011. The  
9 constable admitted to the allegations, got a reprimand and  
10 lost pay for seven days. CBC's report does not speak to  
11 the investigation's reprimand of any other officer or the  
12 constable and questioned superior. In the same CBC  
13 article, Meghan Rhoad, a women's rights researcher with  
14 New York based Human Rights Watch said, "If communities  
15 can't trust police to behave properly, how can Indigenous  
16 women and girls feel that these are people they can go to  
17 for protection?"

18 Inspector Chalk, what are your views and  
19 what is your experience with the investigation and  
20 prosecution of officers and other persons in positions of  
21 authority and trust?

22 **INSPECTOR TINA CHALK:** Well, we have a  
23 professional service branch within our organization that  
24 are the ones that prosecute those. But, I can say that  
25 it's not acceptable, absolutely, what you're saying. And,

1 we have a high standard of acceptability to these things  
2 and we would prosecute people. And, I personally have  
3 charged police officers. I've supervised the charging of  
4 police officers. I've disciplined my own members. And, I  
5 wouldn't, for a moment, think to not do that in those  
6 circumstances, and I am confident that those that we're  
7 putting in these leadership positions would feel the same.

8 **MS. ALISA LOMBARD:** Thank you. Assistant  
9 Commissioner Crampton, what do you think the RCMP can do  
10 to better hold itself accountable? What preventative and  
11 punitive measures are or should be in place, and how much  
12 importance do you ascribe to institutional independence in  
13 the conduct of investigations of this nature?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
15 With regard to your last point, I think it's extremely  
16 important that we have independence in investigations  
17 which we have been putting in place right across the  
18 country. I've worked in provinces where we've put that in  
19 place and I've worked in conjunction with the government  
20 to ensure that it is in place for us, so that we're not  
21 doing our own investigations of any type of serious nature  
22 at all, especially the type of scenario that you're  
23 describing, which is incredibly disturbing.

24 With regard to internally and what we're  
25 doing, the RCMP is doing a lot of work internally to

1 ensure inclusiveness, to ensure a lack of harassment  
2 within to ensure a safe workspace, which will in turn also  
3 contribute to how we treat our communities that we police.  
4 I think we need to be healthy inside in order to be  
5 healthy outside as well. So, I think a lot of the work  
6 that we're doing right now in terms of cultural change  
7 will also make us better in policing communities in a more  
8 inclusive and respectful manner.

9 **MS. ALISA LOMBARD:** Thank you. In the few  
10 moments we have left, Chief Boland, do you have anything  
11 that you'd like to add to that?

12 **CHIEF JOE BOLAND:** Here's what I'll say, is  
13 that the uniform that we wear gives us an opportunity to  
14 reach into our community and help people. It allows us to  
15 get a trust that most people have to work very hard to  
16 get. It gives us access to vulnerable people. And, as I  
17 said this morning, this afternoon, when you look at the  
18 core values that I spoke of, that's what I expect and  
19 that's all I will tolerate.

20 I have the position as head of an  
21 organization that can change culture from within and, you  
22 know, how can we better understand our Indigenous  
23 community when we can't get people to trust us, to come  
24 forward, to be able to tell us their issues, and for us to  
25 get a better understanding of their culture?

1                   **MS. ALISA LOMBARD:** Thank you. I have so  
2 many more questions, but my time is up. Thank you.

3                   **MS. MEREDITH PORTER:** Thank you. The next  
4 party I'd like to invite to the podium is from Animakee Wa  
5 Zhing No. 37 First Nation et al. Ms. Whitney Van  
6 Belleghem will have nine minutes for questioning.

7                   **--- CROSS-EXAMINATION BY MS. WHITNEY VAN BELLEGHEM:**

8                   **MS. WHITNEY VAN BELLEGHEM:** Good afternoon.  
9 I would like to start by acknowledging the ancestral  
10 territory that we are here on today of the Beothuk, the  
11 Mi'kmaw, the Inuit, the Innu people. And, I would like to  
12 acknowledge and thank the families and survivors, the  
13 elders that are here, the Commissioners and the Inquiry  
14 staff.

15                   My questions today are for Inspector Chalk.  
16 During your direct examination this morning, you discussed  
17 that a challenge for policing in relation to human  
18 trafficking is that it's cross-jurisdictional. You  
19 mentioned that your unit would call and communicate with  
20 other police services, including First Nation police  
21 services, when you suspect that they may have a case that  
22 involves human trafficking.

23                   Can you please elaborate on what the OPP is  
24 doing to coordinate and what else the OPP is doing to  
25 coordinate with and support First Nation police services

1 such as Treaty 3 Police and the Nishnawbe Aski Police  
2 Service?

3 **INSPECTOR TINA CHALK:** Yes. So, with the  
4 nine self-administered police services, they are part of  
5 the strategy. So, they are given some funding from the  
6 ministry through the OPP, and it is specific to wages, so  
7 it's to designate one officer or part of an officer,  
8 depending on the funding, to be the one who is that  
9 contact piece.

10 So, in the development of that strategy, I  
11 engaged all of those police chiefs of all those services  
12 and I had lengthy discussions about what it looks like in  
13 their service, how we can assist, and I offered all of  
14 them that at any point we would come to assist them with  
15 investigations, as well as training.

16 So, human trafficking training, and some  
17 are small services, but I'd be more than willing to stay  
18 for two, three, four days, whatever it takes, to make sure  
19 that training happens. So, we're really trying to engage  
20 them that way.

21 And then we have our Missing and Awareness  
22 Days, and then I had spoken about with missing persons  
23 cases, when we do this analysis, to determine if there is  
24 a missing person from a First Nation community, that we  
25 again are engaging to say, is there anything that we can



1 do? How can we assist you? And, places like the Canadian  
2 Centre for Child Protection, which I mentioned, ensuring  
3 everyone knows about that. So, we really are trying to  
4 close those gaps and make that engagement stronger, and  
5 we'll continue to do that, and we're always happy to offer  
6 assistance when wanted.

7 **MS. WHITNEY VAN BELLEGHEM:** You also  
8 mentioned during your direct examination that one  
9 jurisdictional barrier to effectively dealing with human  
10 trafficking is that you do not currently have real time  
11 access to police reports in other jurisdictions. Can you  
12 elaborate on what other jurisdictional barriers exist in  
13 coordinating between the OPP and First Nation Police  
14 Services with respect to human trafficking and sexual  
15 exploitation?

16 **INSPECTOR TINA CHALK:** So, I think -- and  
17 it has been brought up by another member, but the fact  
18 that there isn't funding for First Nations Police Services  
19 for these specialty positions. So, through our strategy,  
20 they're giving some funding, but it's not nearly what's  
21 needed. They need to have an understanding and expertise  
22 into these things as well, so we're trying to offer our  
23 training and do these things to help, but it would be a  
24 major benefit if they had the same thing, if they had  
25 detectives working within their service that were funded

1 properly so that they could be engaged in a more  
2 meaningful way. Because my understanding is sometimes  
3 it's difficult to do regular patrol as opposed to these  
4 specialty recognition of these type of cases where we have  
5 talked about so many times where we need to find them.  
6 We're not expecting victims to come to us. We have to  
7 figure it out, and that's a lot of work and some specialty  
8 work.

9 **MS. WHITNEY VAN BELLEGHEM:** And, aside from  
10 funding, are there other opportunities to improve on the  
11 jurisdictional barriers between the OPP and the First  
12 Nation Police Services?

13 **INSPECTOR TINA CHALK:** So, I spoke to the  
14 Powercase program, which is a Major Case management  
15 program, and I think it would be of great benefit if the  
16 police -- First Nation Police Services all utilized that  
17 program. My understanding is that one does, at this  
18 point, out of the nine, but it would be very helpful. I  
19 mean, many times, the OPP may have come to assist with  
20 those cases, and then we would add it to Powercase. But,  
21 I think, for all the reasons I suggested earlier, them  
22 having that real time ability to use Powercase, look at  
23 those trends, different people's names, all of that would  
24 be a benefit.

25 **MS. WHITNEY VAN BELLEGHEM:** Thank you. I

1 would like to discuss now the issue of awareness. Earlier  
2 today and in Exhibit 14, which was titled "Human  
3 Trafficking in 2018, Current Police Landscape," you  
4 indicated that a lack of awareness is a barrier to  
5 addressing human trafficking and sexual exploitation. I  
6 take it then that you agree that increasing awareness and  
7 education are important parts of the response to human  
8 trafficking?

9 **INSPECTOR TINA CHALK:** Yes.

10 **MS. WHITNEY VAN BELLEGHEM:** And, now,  
11 Commissioner Crampton I believe was asked today by another  
12 party whether it's true that human trafficking does not  
13 just occur in urban centres, but that it's also occurring  
14 in smaller rural communities and remote First Nations.  
15 She indicated that this was true, would you agree?

16 **INSPECTOR TINA CHALK:** I would agree, and I  
17 think that this is a perception of most citizens, that  
18 they think this is a big city issue. And, in fact, couple  
19 -- the conferences that we had held last year, one in  
20 Kenora and one in Barrie, that was a big focus, to have  
21 people have an understanding that this is not just a big  
22 city issue. This is happening everywhere. So, that  
23 awareness is a difficult piece, because many civilian  
24 members do not understand that as do many police officers  
25 not understand that.

1                   **MS. WHITNEY VAN BELLEGHEM:** And so, then  
2 you would agree that it's important to provide this  
3 awareness and education in the First Nation communities?

4                   **INSPECTOR TINA CHALK:** Yes.

5                   **MS. WHITNEY VAN BELLEGHEM:** My clients are  
6 concerned about the well-being and safety of their  
7 children and youth in their communities. Would you also  
8 agree that First Nations should receive resources to  
9 develop and implement education and awareness programs in  
10 the community that teaches youth what constitutes sexual  
11 exploitation and trafficking, what are the signs that  
12 someone is being exploited or trafficked, what to do when  
13 you suspect someone else is being trafficked, and what  
14 resources and supports are available to those experiencing  
15 exploitation and trafficking?

16                   **INSPECTOR TINA CHALK:** All of that would  
17 enhance the abilities of the First Nations Police Services  
18 to fight this crime, absolutely.

19                   **MS. WHITNEY VAN BELLEGHEM:** I would like to  
20 talk now about the training. This morning, you mentioned  
21 -- you gave evidence that the Ontario Police College  
22 provides 90 minutes of training on human trafficking to  
23 new recruits. Given the significant impact of human  
24 trafficking facing Indigenous communities in Ontario,  
25 would you agree that the Ontario Police College should

1 provide more extensive training on human trafficking?

2 **INSPECTOR TINA CHALK:** The more training  
3 you could have, it could only enhance officers'  
4 understanding.

5 **MS. WHITNEY VAN BELLEGHEM:** And, you also  
6 stated that there were gaps for officers in Ontario  
7 regarding human trafficking and Indigenous people. Does  
8 the Ontario Police College training for human trafficking  
9 currently include any Indigenous specific components?

10 **INSPECTOR TINA CHALK:** I'm not sure.

11 **MS. WHITNEY VAN BELLEGHEM:** Bullet point  
12 (c) of the recommendations put forward on your behalf and  
13 the OPP, I believe that was Exhibit 19, it recommends that  
14 Indigenous communities be consulted on the design of  
15 police training with respect to human trafficking.

16 **INSPECTOR TINA CHALK:** Yes.

17 **MS. WHITNEY VAN BELLEGHEM:** Would you agree  
18 that that -- sorry. Would you agree that an important  
19 rationale behind that recommendation is that this training  
20 should be culturally appropriate and unique to the First  
21 Nation communities that the officers are providing  
22 services in?

23 **INSPECTOR TINA CHALK:** I do agree.

24 **MS. WHITNEY VAN BELLEGHEM:** You also  
25 mentioned that the OPP is working towards adding human

1 trafficking training to its block training to reach more  
2 seasoned officers. Would you recommend that this training  
3 be culturally specific and that the First Nation  
4 communities that these officers served in -- sorry, that  
5 the officer serve in are involved with designing and  
6 providing this training?

7 **INSPECTOR TINA CHALK:** Absolutely. And,  
8 what we have started with is that, as I explained, the  
9 Elder's Council and the Survivor's Council. So, the  
10 difficulty with block training is it's standard training  
11 for everyone, but it doesn't mean that that can't be taken  
12 back to the community and furthered on. But, we are  
13 definitely looking at any kind of training we need to put  
14 through those processes so that we can ensure what we're  
15 putting out is proper and culturally proper.

16 **MS. WHITNEY VAN BELLEGHEM:** And, can you  
17 explain why it's important for this training to be  
18 culturally specific?

19 **INSPECTOR TINA CHALK:** You know, I  
20 absolutely feel that when you understand it from the view  
21 that -- and partially -- and I thank the Inquiry for this,  
22 because I have learned a lot since I prepared for my  
23 testimony, and I have had the Indigenous training as well,  
24 and I have worked in Rama, particularly, with a lot of  
25 Indigenous officers, but my understanding has grown

1           incredibly. And, when you learn that empathy piece, it  
2           all can come together in a much better way that you can be  
3           much more productive for the victims and survivors that  
4           you're ultimately wanting to help.

5                           **MS. WHITNEY VAN BELLEGHEM:** And, that's all  
6           my time for today, so I would just like to thank you for  
7           taking the time to answer my questions.

8                           **INSPECTOR TINA CHALK:** Thank you very much.

9                           **MS. MEREDITH PORTER:** Thank you. The next  
10          party I would like to invite to the podium is from  
11          Concertation des luttes contre l'exploitation sexuelle.  
12          Ms. Diane Matte will have five and a half minutes for  
13          questions.

14          **--- CROSS-EXAMINATION BY MS. DIANE MATTE:**

15                           **MS. DIANE MATTE:** Merci. J'aimerais  
16          reconnaître le territoire sur lequel nous sommes  
17          aujourd'hui et la nation Mi'kmaq, les remercier. Je  
18          voudrais surtout remercier les femmes autochtones qui  
19          depuis des dizaines et des dizaines d'années ont travaillé  
20          à obtenir une commission pour enfin avoir un début de  
21          vérité sur la réalité de la violence envers les femmes  
22          autochtones. Mon organisation et moi, on est debout en  
23          solidarité avec toutes les femmes autochtones qui luttent  
24          contre la violence des hommes envers les femmes. I was  
25          just saying, because I know there is an interpretation,

1 but I want to say this in English. I stand, and we stand  
2 as feminists in solidarity with Indigenous women that have  
3 been fighting for decades to get this Commission, and we  
4 want to recognize their day-to-day work and offer them our  
5 solidarity.

6 I'm going to speak in English since it's  
7 going to be easier, I guess, for you. A couple of things.  
8 First of all, I guess, my first block of questions would  
9 be the Assistant Commissioner, Ms. Crampton. I was -- we  
10 have a law in Canada since 2014 that criminalizes the  
11 buying sexual acts. For us, it is a very important piece  
12 of law that should give us the possibility to work more  
13 forcefully or more directly on the question of either  
14 preventing and also eliminating violence against women.

15 I was surprised that in your documents you  
16 don't refer to that law as a tool against human  
17 trafficking. I think that we're in a situation where we  
18 work -- we see -- I'm afraid that we see these as in silos  
19 as if on one side prostitution is there, sexual  
20 exploitation is there and human trafficking is out there.  
21 So, I would like to know why there is no mention to -- of  
22 the law, first of all.

23 And, also, we know that from the first work  
24 that feminists have been doing on the question of human  
25 trafficking, that attacking the demand is essential. So,



1 I would like to hear you about what is the RCMP doing to  
2 attack the demand for sexual -- paid sexual acts?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 Thank you for that. I guess it's not highlighted because  
5 it's work that's continually ongoing, and it's been like  
6 that since as long as I can remember, which is over 30  
7 years now. And so, that is part of every day business in  
8 terms of tackling the issue of the sex trade and the  
9 procurement of that activity.

10 Our focus more in particular for this  
11 Inquiry was with regard to human trafficking, so we, kind  
12 of, stayed, I guess, in that lane and spoke more about the  
13 sexual exploitation that happens as a result of human  
14 trafficking. But, certainly, if we curb that activity --  
15 and as I said, there's projects that are ongoing across  
16 the country on a regular basis, when I did the outreach  
17 for this Inquiry and for my testimony, I heard about  
18 projects everywhere that are ongoing with regard to  
19 targeting the johns, and in particular, targeting people  
20 that are looking to purchase sexual favours from underage  
21 people.

22 **MS. DIANE MATTE:** It is my understanding,  
23 though, that there is a lot of police services that do not  
24 actually apply the law. So, you probably don't see a lot  
25 of johns that are being pursued under the new law.

1                                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

2           I've certainly seen a lot. As I said, when we gathered  
3           the information for my testimony, there was a lot of  
4           reporting on that and a lot of initiatives that are coming  
5           up including in -- you know, in several provinces across  
6           the country.

7                                   **MS. DIANE MATTE:** Okay. My next question  
8           would be to Chief Boland. You were talking about a very  
9           interesting program that talks about men being engaged  
10          into fighting violence against women. I'd like to know,  
11          in the program that your Constabulary are doing, are you  
12          talking about the question of prostitution as a form of  
13          violence against women?

14                                   **CHIEF JOE BOLAND:** The program -- you're  
15          talking about the programs with men and boys?

16                                   **MS. DIANE MATTE:** Yes.

17                                   **CHIEF JOE BOLAND:** Education for men and  
18          boys? I think that's more to do with violence against  
19          women and girls, and it's specific -- one program is just  
20          specific to women and girls, and the other one is with the  
21          St. John's Native Friendship Centre, which is more  
22          specific to the Indigenous, and I just think that they  
23          both mirror each other.

24                                   **MS. DIANE MATTE:** But, do you include  
25          prostitution in the forms of violence against women you're

1 talking about?

2 **CHIEF JOE BOLAND:** It's not a program that  
3 we run from the Constabulary. It's a program that -- one  
4 of our members is a chair of the program with the  
5 Newfoundland Labrador Violence Coalition, and the other  
6 one is with the Native Friendship Centre.

7 **MS. DIANE MATTE:** Okay. Thank you. My  
8 time is almost up. I wanted to -- someone talked about  
9 very eloquently earlier about the importance of making the  
10 police responsible. Also, you were saying yourself we  
11 have to be healthy inside if we want to be healthy  
12 outside. I was wondering if we connect with the law that  
13 exists criminalizing sexual acts, would it be something  
14 that you could be in agreement with -- to have a policy --  
15 a clear policy for police force people, men, not to buy  
16 sexual acts in Canada?

17 Just -- yesterday, I heard you have a new -  
18 - made a press statement about police officers cannot  
19 smoke pot even if it's going to be legalized very soon.  
20 We know that buying sex is criminal in Canada. Are you  
21 ready to have a policy and state clearly that policemen  
22 should not buy sexual acts in Canada?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
24 The law states that, so we would refer to legislation, the  
25 *Criminal Code*. And, policies are generally with regard to

1       investigative procedures or what you're referring to would  
2       be under Code of Conduct, and so it's more broad which  
3       would state, if you commit a criminal act, then you would  
4       be investigated for that.

5                   **MS. DIANE MATTE:** It could be in the Code  
6       of Conduct?

7                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** It  
8       is captured within that, when we state with regard to  
9       criminal offences. Yes.

10                  **MS. DIANE MATTE:** Thank you.

11                  **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
12       You're welcome.

13                  **MS. MEREDITH PORTER:** Thank you. The next  
14       individual up for questioning is Commission counsel,  
15       Thomas Barnett. And, Mr. Barnett will have five-and-a-  
16       half minutes for questioning.

17       **--- CROSS-EXAMINATION BY MR. THOMAS BARNETT:**

18                  **MR. THOMAS BARNETT:** So, I'd just like to  
19       begin by echoing the sentiments expressed by people here  
20       today in acknowledging the traditional territory of the  
21       Beothuk, the traditional territory of the Mi'kmaw in  
22       Labrador, the Inuit and the Innu. Thank you.

23                         This question is for Assistant Deputy  
24       Minister Dobson. There's a little bit of background to  
25       this question, so I'll try and go through it slowly here.

1                   During our Part 1 hearings, we have heard  
2                   from survivors and family members that Victim Services  
3                   have been inadequate. Specifically, in Ontario, we have  
4                   heard that Indigenous women, particularly sex workers,  
5                   have a difficult time accessing compensation. We have  
6                   heard that even when they are successful in receiving  
7                   compensation through the Criminal Injuries Board, the  
8                   amounts they receive are less than other victims of crime.  
9                   We have heard this makes them feel less worthy of  
10                  compensation.

11                  So, my question is this: What changes have  
12                  been made in terms of programs, approaches, et cetera, to  
13                  ensure access to services and equitable compensation for  
14                  Indigenous women and girls?

15                                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

16                  **DOBSON:** So, in terms of the services -- I'll start there  
17                  first. So, I mentioned about Indigenous Justice  
18                  Divisions, Indigenous Victim Services specifically, that  
19                  that has been --and there's a list of what the programs  
20                  are there. In terms of the compensation, I'm not aware of  
21                  that information, but I would say one thing is during the  
22                  Sexual Violence Harassment Action Plan, there was a change  
23                  to the limitation period, for example, for sexual  
24                  assaults, victims to come forward and seek compensation.  
25                  So, that could address, perhaps, like historical

1 situations, that sort of thing. But, certainly, if there  
2 is a concern around the compensation, that's something I  
3 can take back to my colleagues.

4 **MR. THOMAS BARNETT:** Just as a follow-up,  
5 can I just ask you simply, what can be done to improve  
6 access to services and compensation for Indigenous victims  
7 of crime?

8 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
9 **DOBSON:** So, for services, we are working closely with  
10 developing Indigenous-led, Indigenous-delivered services  
11 for victims. For the compensation side, I mean, there  
12 could be changes made. It's a piece of legislation that  
13 governs the Criminal Injuries Compensation Board, but also  
14 there are adjudicators on the board, and perhaps there is  
15 opportunity to do more outreach to those adjudicators  
16 around the compensation awards.

17 **MR. THOMAS BARNETT:** In terms of people  
18 that work with the victim compensation board, can you tell  
19 us how many of those people have either frontline work  
20 experience or lived experience for sex trafficking?

21 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
22 **DOBSON:** The Criminal Injuries Compensation Board? I'm  
23 not aware.

24 **MR. THOMAS BARNETT:** Okay. This question  
25 is for Chief Boland. You mentioned a scenario where

1 officers responded to a mental health crisis, where they  
2 had, unfortunately, two options, either make an arrest or  
3 walk away. If you can, if you could imagine that you had  
4 access to all the supports that you needed, all the  
5 funding that you needed, can you tell us what would happen  
6 in that scenario, and what services would be accessed and  
7 what would happen?

8 **CHIEF JOE BOLAND:** Well, first of all, if  
9 we had access to 24/7 mental health mobile crisis  
10 response, that would have been the appropriate response in  
11 that case. So, that would have sent an unmarked video  
12 into an area, with a plain-clothes police officer and a  
13 healthcare provider. That service is -- we currently  
14 have, it operates from 9:00 a.m. to 11:00 p.m. And so,  
15 the situation I spoke about was at 2:00 a.m.

16 The other thing is having no -- you know,  
17 no or low-barrier shelters, and currently, the officer  
18 that would be at that scene that night, the only option  
19 would be to detain the person. There was nowhere to take  
20 the person other than to the lock up. And so, the officer  
21 would have had to make the decision whether or not that  
22 was appropriate or let the person stay on the streets.

23 **MR. THOMAS BARNETT:** Sorry, Assistant  
24 Deputy Minister, I just want to go back -- Assistant  
25 Deputy Minister Dobson. I just want to go back to my last

1 question, I think what I was getting at is that we have  
2 heard throughout the Part 1 hearings is that at, sort of,  
3 all stages throughout the trial, throughout the justice  
4 system process, all the way from submitting, like, a  
5 report of a crime, going to court, and then following  
6 court after is that Victim Services for Indigenous women  
7 and girls has been inadequate. That's what we've heard  
8 and that's the feeling that we've heard from those people  
9 as well.

10 So, given that, what things do you plan to  
11 do for the future to change that feeling that has been  
12 expressed during this process?

13 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

14 **DOBSON:** Thank you for that question. Outside of the  
15 Criminal Injuries Compensation Board -- I'll set that  
16 aside. So, in terms of Victim Services, for the work that  
17 we do. We certainly are working with the agencies that  
18 provide Victim Services around improving their knowledge  
19 of Indigenous people and the needs of their community. We  
20 are also working through the Ending Violence Against  
21 Indigenous Women and Girls Executive Table and the  
22 provincial committees on implementing Indigenous-specific  
23 Victim Services, and building on the work that our  
24 Indigenous Justice Division is doing.

25 We're also -- you know, I have talked a



1 little bit about our own Victim Witness Assistance  
2 Program, and they are OPS employees, improving our  
3 knowledge and cultural competency around Indigenous  
4 people, and ensuring that we are providing better service  
5 to the victims who come to us.

6 You know, we have heard similar that there  
7 have been people who haven't had the best experience going  
8 either through our Victim Service program run by our  
9 ministry or through some of our service providers. So, we  
10 are continuing to do our best to improve that either  
11 through, you know, cultural competency training, putting  
12 in some Indigenous specific guidelines, access to  
13 different services; for example, Indigenous healing and so  
14 forth through our Victim Response Program.

15 So, we are making, you know, improvements,  
16 but we are nowhere near there, and that's why the  
17 approaches that we're using -- for example, the Ending  
18 Violence Against Indigenous Women Committee that we're on,  
19 and the provincial committees are so important, because  
20 they work with us and give us advice, and we work together  
21 in deciding and determining the way forward. So, we both  
22 are there in the room and putting recommendations to  
23 government.

24 **MR. THOMAS BARNETT:** And, I see that's all  
25 my time. Thank you.

1                   **MS. MEREDITH PORTER:** Thank you. Chief  
2 Commissioner and Commissioners, that completes the process  
3 of cross-examination of these four witnesses. Following  
4 cross-examination, 20 minutes are allocated to counsel for  
5 the witnesses to redirect witnesses on evidence that has  
6 been elicited during the cross-examination process.

7                   So, at this time, I will request that six-  
8 and-a-half minutes be put on the clock, and any questions  
9 that Ms. Turley has for her witness can be put on the  
10 record now.

11                   **--- RE-EXAMINATION BY MS. ANNE TURLEY:**

12                   **MS. ANNE TURLEY:** Thank you. I just have  
13 one question, and it won't take much time. Assistant  
14 Commissioner Crampton, in light of the questions that you  
15 had in cross-examination, is there anything that you  
16 wanted to add or to amplify?

17                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

18 Thank you for that. I would like to thank the Commission  
19 for having this opportunity to have been here today, and  
20 to have the opportunity to talk about not only what we're  
21 doing, but to learn about what the concerns are, and to be  
22 able to take back some of that information.

23                   I also wanted to add that the Government of  
24 Canada is looking at their national strategy, and so are  
25 we, as I have mentioned. And so, I think that's an

1 important part. It's a good opportunity for all various  
2 different departments that are engaged in human  
3 trafficking at the federal level to listen to what has  
4 come out today. And, in terms of some of the dialogue  
5 that the -- and as well as the Public Safety goes forward  
6 doing their consultations in renewing their action plan, I  
7 think that will be an important step for them.

8 I also think it's -- I just wanted to make  
9 a comment, I guess, that I think it's very sad that here  
10 we are 14 years later after legislation has come in place,  
11 and we're still talking about education. I hope that out  
12 of this Inquiry we're able to move some of this forward  
13 and to address some of those gaps. And, I think that  
14 would be all my comments. I don't want to take up all the  
15 time.

16 **MS. ANNE TURLEY:** Thank you.

17 **MS. MEREDITH PORTER:** Thank you. I'll now  
18 ask that six-and-a-half minutes be put on the clock for  
19 Mr. Roy. Any questions on redirect?

20 **--- RE-EXAMINATION BY MR. JULIAN ROY:**

21 **MR. JULIAN ROY:** Chief Commissioner, you  
22 will be relieved to know I won't need six-and-a-half  
23 minutes. You have probably heard enough from me already.  
24 I just have -- I have a couple of questions each for both  
25 the Ontario witnesses. So, first to Ms. Dobson. You were

1 asked about leadership and decision making by Indigenous  
2 people in government, and you were asked about the  
3 Indigenous Justice Division. Who's the head of the  
4 Indigenous Justice Division?

5 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

6 **DOBSON:** That's Kimberly Murray.

7 **MR. JULIAN ROY:** Okay. And, is she  
8 Indigenous?

9 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

10 **DOBSON:** Yes, she is.

11 **MR. JULIAN ROY:** All right. And, she's, in  
12 fact, the Assistant Deputy Attorney General for the  
13 Indigenous Justice Division; right?

14 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

15 **DOBSON:** Yes, she is.

16 **MR. JULIAN ROY:** Okay. And, she's one step  
17 removed from the Deputy Minister for our ministry; is that  
18 fair?

19 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

20 **DOBSON:** That's fair.

21 **MR. JULIAN ROY:** Okay. And, you had said  
22 that the Indigenous-specific Victim Services programs that  
23 IJD funds, is ADAG Murray responsible for those programs?

24 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

25 **DOBSON:** Yes, she is.

1                   **MR. JULIAN ROY:** Okay. So, she -- does she  
2 make decisions about which programs get funded?

3                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

4 **DOBSON:** Yes.

5                   **MR. JULIAN ROY:** Okay. She has to go to  
6 Treasury Board like every other ---

7                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

8 **DOBSON:** Yes. I was going to say, there's a whole  
9 process, but yes.

10                   **MR. JULIAN ROY:** So, she goes to Treasury  
11 Board to ask for funding for these things, but once she  
12 gets that envelope, does she make decisions about which  
13 programs get funded?

14                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

15 **DOBSON:** Yes.

16                   **MR. JULIAN ROY:** Okay. And, in terms of  
17 the representativeness of the Indigenous Justice Division,  
18 you said it's more than 50 percent?

19                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

20 **DOBSON:** I think it's probably, like, 80 or maybe 90.

21                   **MR. JULIAN ROY:** All right. Okay, thank  
22 you. That's all for you, Ms. Dobson. You will be very  
23 happy to hear that. There will be more though. There are  
24 more people who will have questions for you.

25                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

1       **DOBSON:** Very good.

2                   **MR. JULIAN ROY:** I want to ask Inspector  
3 Chalk just a question about Northern Spotlight. And, I  
4 want to ask you about what the focus of that project is in  
5 terms of is it adults or is it children that you're trying  
6 to intervene with through that program?

7                   **INSPECTOR TINA CHALK:** So, for Northern  
8 Spotlight, I can speak to the OPP, and what we train and  
9 what our focus is. And, the focus initially is  
10 trafficking of children, so finding those people who want  
11 to purchase sex from children, and then also for those who  
12 are human trafficking children.

13                   So, it really is about the focus on  
14 exploitation of children, and then of adults as well.  
15 And, I want to ensure it's understood that this is not  
16 about a focus on independent sex traffic -- or, sorry,  
17 independent sex trade workers. It is in our focus of that  
18 initiative. It really is outreach, and it's outreach to  
19 determine whether exploitation is happening.

20                   And, I also want to ensure that we do not  
21 do this in a very unorganized manner. There are  
22 particular things that we look at, there's planning, and I  
23 don't want to get into the investigative piece, but we use  
24 an investigative nature and techniques to try and solicit  
25 and find those people who we feel are young or might be

1 exploited.

2 So, it's not knocking on the door, sort of,  
3 of everyone and just haphazardly. There really is a  
4 focus, and I just wanted to make sure that that was  
5 understood and that, by all means, independent sex trade  
6 workers would not be the focus of that. And, of course,  
7 we come across them in the nature of doing these  
8 initiatives, and we also want to build the trust with  
9 them.

10 So, to say to them, if you are harmed in  
11 any way at any point in your life, whether it be by a  
12 client or otherwise, that we're there to assist, that  
13 we're there to help and make sure that they have those  
14 services available to them. Or, if it's a scenario where  
15 they're in doing sex trade work, because of circumstances,  
16 for example, then we, as well, would garner them towards  
17 the ability to have services that can assist them, if  
18 that's their choice. But, if their choice is to be an  
19 independent sex trade worker, that is not our goal to  
20 change that choice. So, I just want to ensure that it's  
21 understood for our perspective of the goal of Northern  
22 Spotlight, and it really is exploitation.

23 **MR. JULIAN ROY:** Can I have one follow-up  
24 question to that, Inspector Chalk? And, that's the people  
25 that you're talking about that are not the focus of this

1 project, so the independent sex trade workers, are they  
2 potentially witnesses in avenues to identify people --  
3 children who are being exploited?

4 **INSPECTOR TINA CHALK:** Absolutely. And, we  
5 recognize that they are good citizens, they are people who  
6 I'm sure would not want to see children exploited. So, we  
7 also ask that, and we tell them about what the avenues  
8 are, because they have a very unique position that they're  
9 in to be able to view that these things might occur. So,  
10 we explain that there are certain ways they could report  
11 this to the police without having to come forward with  
12 their names, for example, with Crime Stops and other --  
13 Crime Stoppers and other ways.

14 So, part of it with that outreach is that  
15 education piece as well, and to ensure that anything they  
16 require themselves, that we're able to give that. And, a  
17 follow-up to one of the things that we are listening to  
18 the Commission, as well, we had thought about it before,  
19 but then it was asked of Chief Pritchard actually in  
20 respect to -- and it was asked again today, so I thought I  
21 would bring it up in respect to what do we do if we  
22 encounter someone who might be not clothed or not clothed  
23 fully.

24 So, this year, in our operation, we are --  
25 we have purchased robes. So, listening to those voices



1 and we're always trying to better with this initiative, so  
2 we've made that purchase and those will be provided,  
3 whether you're an independent sex trade worker or whether  
4 you're someone who's being exploited. That that is one  
5 initiative that we thought was a majorly important issue  
6 that was brought up here as well. So we're going forward  
7 to try and make it better. We know it's not perfect, by  
8 any means, but we're trying to look to some of the advice  
9 of the Commission, in that particular instance, and of sex  
10 trade workers to help us to make it less difficult for  
11 them.

12 **MR. JULIAN ROY:** Thank you very much,  
13 Inspector Chalk. Those are my questions.

14 I said I wouldn't use the whole six-and-a-  
15 half minutes.

16 **MS. MEREDITH PORTER:** Thank you. And, for  
17 the record, Mr. Osborne, you have no questions for Chief  
18 Boland? Okay, thank you.

19 Commissioners, that completes the questions  
20 from the parties withstanding and from counsel. Do you  
21 have any questions or comments for the witnesses?

22 **CHIEF COMMISSIONER MARION BULLER:** We're  
23 going to start with Commissioner Eyolfson.

24 **MS. MEREDITH PORTER:** Okay.

25 **--- QUESTIONS BY COMMISSIONER BRIAN EYOLFSON:**

1                   **COMMISSIONER BRIAN EYOLFSON:** Thank you. I  
2 have a few questions for the witnesses. It shouldn't take  
3 too long.

4                   If you don't mind, Assistant Commissioner  
5 Compton [*sic*], I'll start with you. I just wanted to back  
6 up to the beginning of your presentation when you were  
7 talking about the legal framework and you referred to the  
8 provisions in the *Criminal Code*, Section 279 regarding  
9 human trafficking. And you said that those provisions  
10 were underutilised and that often laws of general  
11 application instead would be applied as in charges of  
12 kidnapping, forcible confinement, that sort of thing. I  
13 wonder if you could just explain what the impact or effect  
14 is of those human trafficking provisions being  
15 underutilised in the *Criminal Code*? What is the -- yeah,  
16 the impact of that?

17                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So  
18 what I would see the impact is, is that we don't have a  
19 clear picture then of human trafficking and what it  
20 actually looks like. If we're not laying human  
21 trafficking specific charges or unable to, then we're  
22 unable to determine what our true picture is in Canada or  
23 internationally as well.

24                   A lot of times, if an officer or a  
25 prosecutor isn't comfortable or is not particularly aware

1 of those sections of the *Criminal Code*, they might lay a  
2 charge of assault or sexual assault. And then the file  
3 will never read as a human trafficking file. So it's sort  
4 of buried within the system as showing something other  
5 than what was truly being investigated. So it doesn't  
6 help us in determining programming, in determining gaps,  
7 and in getting a full picture of what our situation is  
8 across Canada with regard to human trafficking.

9 **COMMISSIONER BRIAN EYOLFSON:** Okay. I'll  
10 also note that the provisions in Section 279 are  
11 indictable offences.

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
13 Yes.

14 **COMMISSIONER BRIAN EYOLFSON:** I wonder if  
15 that makes a difference in terms of the outcome of the  
16 charges in terms of sentencing and that sort of thing.

17 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** It  
18 certainly could. And even just saying that, that's an  
19 interesting point. You're right, they are all indictable  
20 and perhaps that might even be some of the hesitation in  
21 laying the charge because it -- they do hold a serious  
22 penalty if convicted of any of those sections.

23 **COMMISSIONER BRIAN EYOLFSON:** Right. Okay.  
24 Thank you.

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

1 Thank you.

2 **COMMISSIONER BRIAN EYOLFSON:** Just one  
3 other question. You spoke about raising awareness  
4 regarding human trafficking. And I'm wondering, is there  
5 more that the RCMP can do to inform Indigenous women,  
6 girls or trans and two-Spirit people or involve them in  
7 what the RCMP is doing to address human trafficking?

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
9 Absolutely. The outreach that started in 2011 with  
10 sending the toolkits to all of the communities across  
11 Canada, the Friendship Centres and to our communities up  
12 north, that needs to continue, but we need to -- as I  
13 mentioned before, we need to refresh that material and  
14 provide the information with the hotline that will be  
15 coming in with Public Safety. And that should start a  
16 whole new campaign in bringing forward that information  
17 again, and looking at the positions I've mentioned that I  
18 think we really need. Having coordinators across the  
19 country in every province I think would be a great help,  
20 and that would create that consistent message and the  
21 consistent person providing the education or coordinating  
22 the education and program outreach.

23 **COMMISSIONER BRIAN EYOLFSON:** Okay, thank  
24 you very much.

25 Inspector Chalk, I have a couple of

1 questions for you as well. You identified the lack of  
2 accurate statistical data for Indigenous women and girls  
3 in relation to human trafficking. Can you talk about  
4 what, if any, efforts are being made to address this  
5 issue? And if no efforts are being made, what  
6 recommendations or advice you can provide?

7 **INSPECTOR TINA CHALK:** Thank you. Yes, it  
8 is a large issue as well as what was just spoken about.  
9 Sometimes there are many charges laid that are actually,  
10 in fact, human trafficking cases, but very hard to get to  
11 the test of those charges in 279. And sometimes the  
12 punishment is the same for some similar charges that  
13 aren't human trafficking charges, which is good, but it is  
14 a very difficult test the way that they are written.

15 So the inaccuracy of statistics, the fact  
16 that we don't actually ask people how they identify, is an  
17 issue. And we have that in my recommendations that we  
18 suggest that police do, in an appropriate and trained  
19 manner, so that they are asking for many purposes, not  
20 just for statistics, but so that we can offer the proper  
21 victim services that they might want or get -- link them  
22 to those proper things, depending on how they identify.

23 So if we're not asking those questions, we  
24 don't know those things. So I think it's important for  
25 police services to engage in that and be trained on how to

1 do that so it's appropriately put forward, but I think  
2 that would be very helpful for the statistic purpose, but  
3 also for survivor purpose.

4 **COMMISSIONER BRIAN EYOLFSON:** You also  
5 identified a gap in coordination. And in the OPP's  
6 efforts to proactively address issues related to  
7 coordination, does the OPP include grassroots  
8 organisations such as women's shelters, community  
9 organisations, Elders, traditional knowledge keepers or  
10 survivors or human trafficking to create innovative  
11 approaches in addressing human trafficking?

12 **INSPECTOR TINA CHALK:** Thank you. So it's  
13 definitely an area where we need to improve. And we know  
14 that things like coalitions, which I spoke about earlier,  
15 can involve all of those people. So I always speak about  
16 coalitions because I think they're such an incredible  
17 option. And everyone you just mentioned could be on that  
18 coalition in a different way.

19 So I think that it's that engagement of all  
20 of those people. Police have their place, absolutely, but  
21 as we've spoken about, and I'm sure you have heard, that's  
22 one place. We need everyone combined. So the coalitions  
23 would be a great way to instil that and get that whole  
24 coordination of not just police efforts, but everyone  
25 involved.

1                   **COMMISSIONER BRIAN EYOLFSON:** Thank you.

2                   **INSPECTOR TINA CHALK:** Thank you.

3                   **COMMISSIONER BRIAN EYOLFSON:** Ms. Dobson, I  
4 have a few questions for you. Do you know if an  
5 initiative like Walking Together in Ontario exists in  
6 other jurisdictions?

7                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

8 **DOBSON:** I've heard that it was the first time that this  
9 was done in the same -- in the way that we did this.

10                  **COMMISSIONER BRIAN EYOLFSON:** Okay. In your  
11 materials you refer to human trafficking liaison positions  
12 in the Province of Ontario. Can you tell me a little bit  
13 more about their role in implementing Ontario's strategy  
14 to end human trafficking and how those efforts would  
15 benefit Indigenous including First Nations, Inuit and  
16 Métis, Two-spirit and trans communities?

17                  **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

18 **DOBSON:** So the human trafficking liaison positions are  
19 part of the original Anti-Human Trafficking Coordinating  
20 Office. I know, lots of names. And my understanding is  
21 their role is to liaise with Indigenous communities and to  
22 provide information, awareness, and also to link with non-  
23 Indigenous organizations as well that provide victim  
24 services.

25                                   They are involved with the development of

1 public awareness campaigns that are also going on in that  
2 Coordinating Office, and they are -- as I understand it,  
3 the lead on that was awarded through a competitive -- the  
4 Ontario Native Women's Association, through a competitive  
5 process.

6 **COMMISSIONER BRIAN EYOLFSON:** Okay. And  
7 your materials also refer to Indigenous-specific public  
8 awareness campaign.

9 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
10 **DOBSON:** Yes.

11 **COMMISSIONER BRIAN EYOLFSON:** And could you  
12 tell me, where is that campaign in terms of being rolled  
13 out and who are -- who's been engaged in informing that  
14 process?

15 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**  
16 **DOBSON:** So, again, this is through the Coordinating  
17 Office. My understanding is they are working on this now,  
18 working directly with Indigenous organisations. It was  
19 designed, developed and then awarded to an Indigenous  
20 public relations firm to actually do the awareness  
21 campaign. I don't have the name of the firm with me.

22 **COMMISSIONER BRIAN EYOLFSON:** Okay. Okay.  
23 Thank you.

24 And just a question for Chief Boland, you  
25 were talking about the example in the context of it's



1       difficult to build trust of an officer responding to a  
2       call. say in the middle of the night, and it's more of a  
3       health issue and, you know, the officer can either walk  
4       away or arrest and detain and lock up the person. So, are  
5       those still your only options or how would you deal with  
6       that situation -- or a situation like that today?

7                   **CHIEF JOE BOLAND:** It really is -- you  
8       know, we work with Stella Circle, we work with the  
9       Gathering Place, Choices for Youth, all these  
10      organizations who do amazing work in our community for  
11      people that are vulnerable, yet -- and we sit around  
12      tables as I said, and yet at 2:00 or 2:30 in the morning,  
13      when the community complains, makes a complaint to our  
14      officers, there really isn't a resource available to them,  
15      in my opinion, that adequately allows the officer to make  
16      the decision to properly address the situation that's  
17      before him or her.

18                   **COMMISSIONER BRIAN EYOLFSON:** Okay. You  
19      were also talking about the lack of trust in terms of  
20      relations with the Indigenous community and that it will  
21      take time. Do you have any further comments on what needs  
22      to be done, what can be done to help build that trust?

23                   **CHIEF JOE BOLAND:** Well, I think if you  
24      look at -- you know, I'm the head of a police service, a  
25      provincial police service in the province. I will not

1 accept our officers that will disrespect, mistreat  
2 vulnerable people in this community, and that includes the  
3 Indigenous. And, I think that starts with me and it's --  
4 I expressed that to the community, I'm very open about  
5 that, and it's up to me to make sure that I hold officers  
6 accountable. So, that's one part of it.

7 The other part of it is, given our  
8 officers, many of them, as I said, are very young in  
9 understanding of community-based policing in our province,  
10 and that, you know, they had to understand and they had to  
11 be trained and equipped to be able to deal with issues  
12 from a policing perspective, but they also have to  
13 understand resources that are available to them within a  
14 community. And, one of the biggest resources, and the  
15 lack of communication, I guess, is with the Indigenous  
16 people and having them at the table when we're making  
17 decisions that impact their lives.

18 **COMMISSIONER BRIAN EYOLFSON:** Thank you.  
19 Those are all my questions. I'd like to thank all the  
20 panelists for your evidence and answering my questions.  
21 Thanks.

22 **---QUESTIONS BY COMMISSIONER MICHÈLE AUDETTE**

23 **COMMISSIONER MICHÈLE AUDETTE:** Merci,  
24 Brian. Merci beaucoup. Alors, merci pour vos  
25 présentations, le partage de vos vérités et de ce vous

1 faites au sein de vos organisations. Beaucoup, beaucoup,  
2 beaucoup de questions ou beaucoup de commentaires se  
3 bousculent dans mon cerveau, dans mon esprit. Mais je  
4 vais essayer d'être le plus organisée possible, surtout  
5 après une belle longue journée comme celle-ci et quelques  
6 heures de sommeil la nuit passée. Oh, non. C'était ce  
7 matin passé. Alors, je vais commencer avec Monsieur  
8 Boland. J'ai été touchée par votre sensibilité puis votre  
9 profondeur dans votre présentation. Mais il y a une  
10 phrase qui m'a vraiment fait réagir, et je suis curieuse,  
11 puis j'aimerais ça vous entendre élaborer un peu plus sur  
12 quand vous nous avez dit dans votre déclaration finale, la  
13 culture policière est en transition, est en changement.  
14 Vous voulez dire quoi par ça?

15 **CHIEF JOE BOLAND:** What I was referring to  
16 was, if you look at our corporate plan, our corporate plan  
17 is all about a community -- sorry, it was like I was  
18 talking inside my head that time.

19 **COMMISSIONER MICHÈLE AUDETTE:** Welcome to  
20 my reality.

21 **CHIEF JOE BOLAND:** So, you know, if you  
22 look at our advertising for recruitment, slogans like, do  
23 you have what it takes? Are you the best of the best?  
24 You look at safer communities through policing excellence.  
25 Really, what it was doing, it was putting the police

1 service here, and our communities somehow below, and that  
2 was so wrong, so wrong on so many levels. What we want to  
3 hire are people that love our communities, that care about  
4 our communities and care about the people in our  
5 community, and that they feel that they can make a  
6 difference. It sounds very simple, but it was never said.

7 And, if you look at the messaging that we  
8 were sending to the community, we'd invite some great  
9 organizations to come in, and these logos would be up on  
10 our walls. And so, when I say we're in transition of  
11 culture, part of that is words. So, if you walk into our  
12 provincial headquarters today, you will see our core  
13 values written right there for everybody to see what we  
14 should stand for. It's for us when we come to work, it's  
15 right in the heart of our provincial building, and these  
16 are messages for change internally, is that -- and it's  
17 for the community as well.

18 So, it's for the community to know that,  
19 here's what you can expect from your police service. So,  
20 that's what I was talking about when I said we were in  
21 transition, is that. As being the head of this  
22 organization -- as I said this morning, we are very young.  
23 I expect our officers will make mistakes, but make  
24 mistakes trying to do the right thing. But, if you come  
25 to work and you think you're going to abuse the uniform

1 that you wear and your position of authority, then I will  
2 do everything in my power to rid the organization of you.

3 (APPLAUSE)

4 **COMMISSIONER MICHÈLE AUDETTE:** Now, in  
5 French. Donc, je vois qu'on veut humaniser -- en tout  
6 cas, je le perçois comme ça, humaniser et rendre le  
7 policier ou la policière sensible à son environnement, à  
8 la communauté, aux gens qui y habitent, et ainsi de suite.  
9 Êtes-vous familier avec les femmes autochtones de la  
10 région de Val-d'Or qui ont dénoncé des agressions  
11 sexuelles faites par des policiers, il y a deux ans de ça  
12 à-peu-près?

13 **CHIEF JOE BOLAND:** Was that RNC officers?

14 **COMMISSIONER MICHÈLE AUDETTE:** Pardon?

15 **CHIEF JOE BOLAND:** Are you referring to two  
16 RNC officers?

17 **COMMISSIONER MICHÈLE AUDETTE:** Sureté du  
18 Québec. You never heard about that?

19 **CHIEF JOE BOLAND:** I'm sorry?

20 **COMMISSIONER MICHÈLE AUDETTE:** Avez-vous --  
21 êtes-vous familiers -- avez-vous déjà entendu parler des  
22 femmes autochtones de Val-d'Or qui ont dénoncé des  
23 agressions sexuelles ou une forme d'intimidation faites  
24 par des officiers de la Sureté du Québec?

25 **CHIEF JOE BOLAND:** I'm not ---

1                   **COMMISSIONER MICHÈLE AUDETTE:** Non?

2                   **CHIEF JOE BOLAND:** I'm not aware of that  
3 particular ---

4                   **COMMISSIONER MICHÈLE AUDETTE:** Okay.  
5 Merci.

6                   **CHIEF JOE BOLAND:** No.

7                   **COMMISSIONER MICHÈLE AUDETTE:** Au sein de  
8 votre équipe ici, là, à Terre-Neuve et Labrador, vous nous  
9 avez soumis le rapport, mais je ne crois pas que tout le  
10 monde l'a eu, ou les gens qui nous écoutent. Est-ce que  
11 vous avez dans votre équipe, des représentants  
12 autochtones?

13                   **CHIEF JOE BOLAND:** It's probably missing  
14 from a -- it's probably missing from an actual saying it's  
15 Indigenous, but if you look through the plan, it's  
16 included in various aspects. But, here's what I'll say  
17 about the plan, it's a plan that very much can be modified  
18 and I can assure you that walking away from this  
19 experience that you will see much more training,  
20 education, awareness around Indigenous issues and culture.

21                   **COMMISSIONER MICHÈLE AUDETTE:** Puis,  
22 combien de femmes travaillent au sein de votre équipe?

23                   **CHIEF JOE BOLAND:** Thirty percent of our  
24 organization are female. We have an organization of 404  
25 uniformed officers.

1                                   **COMMISSIONER MICHÈLE AUDETTE:** Merci. Ça  
2                                   c'est bien. Ensuite, bien, je vais ensuite aller avec  
3                                   Madame Joanne Crampton. Merci beaucoup pour votre  
4                                   présentation. Vous avez identifié le rôle de la  
5                                   collectivité au début de votre présentation commettant  
6                                   dans la solution. Les organisations, la communauté fait  
7                                   partie des solutions. Et est-ce que vous, vous avez fait  
8                                   en sorte que la communauté et les organisations se sentent  
9                                   parties prenantes, qu'ils font partie de la solution?  
10                                  Est-ce que c'est quelque chose que vous vous êtes entendus  
11                                  tout le monde ensemble ou c'est une idée que vous avez  
12                                  pour combattre le trafic humain, l'exploitation sexuelle?  
13                                  I wish my kids were like that at home. So silent.

14                                  **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** So  
15                                  attentive and silent. Yes, absolutely. We involve  
16                                  community in terms of engaging schools to do  
17                                  presentations, we engage community members throughout --  
18                                  in our programming and awareness as well, yes.

19                                  **COMMISSIONER MICHÈLE AUDETTE:** Merci. Tu  
20                                  vas faire des muscles. Merci. Donc, vous confirmez donc  
21                                  que vous avez cet engagement-là avec la communauté et les  
22                                  organisations. Est-ce que vous remarquez qu'il y a des  
23                                  limites au niveau organisationnel, capacité  
24                                  organisationnelle de la part des organisations pour lutter  
25                                  et combattre avec vous contre le trafic humain puis

1 l'exploitation sexuelle?

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
3 don't know that I could speak specifically to that. I  
4 would say internally, we have capacity issues in terms of  
5 resourcing. And, I don't think that's any secret that we  
6 have resourcing issues across the country as do most  
7 police departments as well, or police services. And so,  
8 we have our own capacity issues in terms of delivering  
9 programming and carrying out these types of initiatives as  
10 well. I can't say we have encountered that from NGOs, or  
11 certainly not that I'm aware, or from community partners.

12 **COMMISSIONER MICHÈLE AUDETTE:** Okay, merci.  
13 Un endroit où ça m'a fait -- je sais qu'il y a des gens  
14 qui ont posé ces questions-là, mais je veux voir avec  
15 vous, là, s'il y a un impact. Vous avez parlé des données  
16 statistiques au début de votre présentation, que vous avez  
17 au sein de la GRC des statistiques manquantes sur  
18 plusieurs sujets. Et venant d'un milieu où la recherche  
19 était importante, des statistiques étaient importantes  
20 pour influencer les politiques ou les projets de loi ou  
21 les amendements à des lois, pour une ancienne militante,  
22 ces données-là ont toujours été importantes. Et quand  
23 vous avez parlé du manque de statistiques dans votre  
24 organisation sur plusieurs sujets, ça m'a fait réfléchir à  
25 savoir, est-ce que ça amène des carences au niveau de



1 l'analyse quand vous devez élaborer des politiques ou des  
2 actions pour intervenir, et, évidemment, des actions pour  
3 intervenir puis les mettre en œuvre. Si vous n'avez pas  
4 des bons chiffres, qu'est-ce qui vous dit que vous êtes en  
5 train de faire des bonnes choses?

6 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

7 That's a very good question, and I don't know I have a  
8 very good answer for it, because you're right. We don't  
9 know truly what our picture is, so it's very difficult to  
10 say what programming we need. You know, even when we did  
11 Project Safekeeping and did the analysis with regard to  
12 statistics, and looked at the files, and took a good look  
13 at who was a trafficker, who was a victim, it wasn't --  
14 you know, it was clear that, yes, the Indigenous  
15 population is being targeted, but the numbers looked small  
16 until we really looked at what the percentage of  
17 Indigenous population is in Canada.

18 And, once we did take a look at that, then  
19 we realized, yes, it is significant. And, we know that  
20 those numbers are not capturing everything that's there,  
21 so you're absolutely right. Until we can fix that, I  
22 think that will be -- you know, that's sort of one of our  
23 biggest stumbling blocks in moving forward and providing  
24 proper programming and a proper picture of really what we  
25 need to do in Canada as police agencies.

1                                   **COMMISSIONER MICHÈLE AUDETTE:** C'est  
2 important parce qu'un des exemples en 2013, la GRC, 2014,  
3 2015, je ne me souviens plus des chiffres exacts-là, 2013  
4 peut-être, la GRC, par le biais des communiqués de presse,  
5 dans les médias, va annoncer que Femmes autochtones du  
6 Canada au niveau des femmes assassinées et disparues et  
7 toute, toute, toute la violence qui entoure ces tragédies-  
8 là, les chiffres sont erronés, que ce n'est pas 500 femmes  
9 qui manquent ou qui sont assassinées. C'est plutôt 327  
10 cas d'homicide ou d'assassinat. C'est là où on voit le  
11 manque d'échange d'informations entre les corps policiers.  
12 GRC, oui, c'est une chose mais il y a tous les autres  
13 policiers, 300 quelque corps policiers à travers le Canada  
14 où il y a un manque de communication, et là ça donne des  
15 mauvais chiffres, et c'est difficile pour les  
16 organisations à faire bouger des choses. Mais vous avez  
17 collaboré avec les organisations parce qu'un an plus tard,  
18 vous êtes arrivés avec 1 181 cas de disparition ou  
19 d'assassinat. C'est une grosse différence. Je ne sais  
20 pas si vous êtes d'accord avec moi?

21                                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
22 Yes, I do.

23                                   **COMMISSIONER MICHÈLE AUDETTE:** Donc, êtes-  
24 vous d'accord dans ce cas-là, qu'on devrait au Canada,  
25 dans ce pays, officialiser par des lois, des règlements,

1       ça c'est -- on pourra voir là comment on propose les  
2       choses, qui doit avoir systématiquement un échange, et non  
3       si ça me tente de te donner l'information, mais que je  
4       suis obligée de transmettre à la GRC, ou à la Ville de  
5       Montréal ou de Winnipeg, les informations importantes?

6                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

7       That would be ideal, yes.

8                   **COMMISSIONER MICHÈLE AUDETTE:** Est-ce c'est  
9       quelque chose qui se discute au sein de votre institution  
10      pour officialiser ---

11                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

12      Well, although we could make it policy, it doesn't mandate  
13      the other agencies to do the reporting. Currently -- I'm  
14      going to take these off as well. Currently, the reporting  
15      is based on good relationships with particular police  
16      departments, and that's not always effective, because  
17      people change positions, people move on, and so then we  
18      have to re-establish that relationship again with that  
19      particular department. So -- and that's really not the  
20      way to do business based on just relationships. It's  
21      good, in terms of collaboration, but not good for  
22      statistical data.

23                   **COMMISSIONER MICHÈLE AUDETTE:** Okay, merci.

24      À la lumière-là de vos documents puis la recherche qu'on  
25      fait-là avec nos équipes pour préparer cette journée-là

1 avec vous, il y des statistiques qui m'ont frappé. Et je  
2 ne sais pas si vous êtes au courant, tout au niveau de  
3 l'exploitation sexuelle, le trafic humain en 2009 jusqu'en  
4 2016, les femmes ont commencé à enregistrer -- bien, la  
5 police a commencé à enregistrer de plus en plus des  
6 situations où les femmes se retrouvaient au prise dans le  
7 trafic humain et ainsi de suite, les chiffres parlent de  
8 860 pour cent d'augmentation. Est-ce que c'est quelque  
9 chose que vous étiez au courant? De 2009 à 2016, 860 pour  
10 cent d'augmentation que les femmes sont prises dans le  
11 trafic humain?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Is  
13 this across Canada you're referring?

14 **COMMISSIONER MICHÈLE AUDETTE:** Oui.

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
16 No, I'm not sorry I was not ---

17 **COMMISSIONER MICHÈLE AUDETTE:** Oui,  
18 Statistique Canada. Alors, c'est alarmant. Je vais essayer  
19 de retrouver les données-là. Alors, très, très alarmant.  
20 Donc, pour vous, comment vous évaluez le succès de la GRC  
21 et pour les victimes d'exploitation sexuelle avec vos  
22 programmes?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
24 would say we have had limited success. When we look at  
25 the statistics in terms of charges and we recognize the

1 gaps that are there, I would say our success is very  
2 limited. And, you know, even our picture,  
3 internationally, is very limited as well. Canada is known  
4 as a source country, a destination country. We are  
5 internationally known as, you know, a destination country  
6 for human trafficking and a transit country as well, so we  
7 need to get better at this, absolutely.

8 **COMMISSIONER MICHÈLE AUDETTE:** Puis, vous  
9 nous avez présenté, je pense que c'est le dernier document  
10 dans vos documents préparés par Maître Anne, Operation  
11 Love Bomb, ça c'est vous qui nous avez présenté ça? Est-  
12 ce que vous avez été à travers la Colombie Britannique et  
13 surtout, je serais plus précise-là, Highway of Tears?

14 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
15 Personally, no, I have not. I did work in the lower  
16 mainland British Columbia, but, no, I have not been all  
17 through British Columbia, no.

18 **COMMISSIONER MICHÈLE AUDETTE:** Les gens qui  
19 ont travaillé sur Operation Love Bomb, est-ce qu'eux sont  
20 allé dans la région de l'Autoroute des larmes?

21 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
22 Are you asking Corporal Harvey who is part of this  
23 program? Yes, she has been with the group to these  
24 sessions. Yes.

25 **COMMISSIONER MICHÈLE AUDETTE:** Okay, merci.

1 Vous avez aussi mentionné que dans votre présentation,  
2 vous n'êtes pas des conseillers, des « counsellors, » des  
3 conseillers. Je comprends, on vous a formé pour être des  
4 policiers, puis les conseillers, c'est une autre  
5 formation. Je parle travailleurs sociaux ou intervenants  
6 de première ligne-là, mais vous êtes d'accord avec moi que  
7 dans les communautés isolées ou difficiles d'accès, sinon,  
8 juste fly-in, fly-out, elles ont très peu ou sinon  
9 pratiquement pas de spécialistes pour soutenir une femme  
10 victime de trafic humain.

11 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** In  
12 remote, and in particular northern communities, the RCMP  
13 are often -- wear many hats, such as the social worker,  
14 psychologist, and we're not trained for that. Our  
15 training obviously encompasses care for victims and, you  
16 know, and providing support for victims, but not at the  
17 level that true professionals and other NGOs can provide.

18 **COMMISSIONER MICHELE AUDETTE:** What would  
19 be your solution?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
21 Sorry, it was too quick.

22 **COMMISSIONER MICHELE AUDETTE:** Oui.

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** A  
24 solution would be additional support and additional care  
25 in those communities that need the support. Our resources

1 are limited already and it's impossible for us to provide  
2 all that support as well. So we truly need collaboration  
3 with partners for that.

4 **COMMISSIONER MICHELE AUDETTE:** Là, je vais  
5 le faire en français. Étant donné que ce n'est pas  
6 obligatoire de suivre une formation sur la culture  
7 autochtone du milieu et la culture autochtone en général,  
8 sa richesse, sa complexité, son histoire sociopolitique,  
9 croyez-vous que par ce manque de formation et  
10 d'information, des fois, un policier n'aura pas toutes les  
11 connaissances et une bonne réaction dans son intervention?

12 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
13 Within the RCMP it is mandatory to take Aboriginal  
14 cultural awareness training. It is provided in Depot as  
15 well. And in each province and territory -- I can't speak  
16 for all of them, but many of them do have specific  
17 training in addition to the cultural awareness and  
18 cultural competency training that we do provide. So say,  
19 for example, in Nova Scotia there's Mi'kmaw specific  
20 training in addition to regular Aboriginal competency  
21 training.

22 **COMMISSIONER MICHELE AUDETTE:** Alors, pour  
23 terminer, c'est pour tout le monde, tout le monde ici.  
24 Pour terminer, je dirais, nous avons entendu, nous avons  
25 vu, nous connaissons des femmes, des familles, des amies,

1 des nièces qui ont été affectées par un système puis  
2 affectées aussi par le trafic humain, par la prostitution.

3 Et ce qu'on remarque, dans mes anciennes  
4 paires de mocassins avec Femmes autochtones du Québec et  
5 Femmes autochtones du Canada, la surreprésentation des  
6 femmes dans l'industrie du sexe, les femmes autochtones.  
7 C'est souvent une prostitution de rue; c'est souvent dans  
8 les grandes villes, une prostitution pour l'itinérance.  
9 J'ai habité Montréal et beaucoup de jeunes femmes, surtout  
10 inuites, vont arriver puis elles n'ont pas de logement,  
11 pas de loyer, elles ne parlent pas anglais, elles ne  
12 parlent pas français. Donc, on voit ça. Et on voit aussi  
13 le manque de réponse sociale pour soutenir ces femmes-là  
14 et certains hommes.

15 Vous avez, pour certains d'entre vous,  
16 parlé de différents facteurs qui amènent ces résultats-là.  
17 Donc, on mentionne... je pense que c'est OPP qui en parlait,  
18 la violence coloniale, les effets des écoles  
19 résidentielles, les formes systémiques, le racisme  
20 systémique, la discrimination.

21 Mais nulle part, dans les trois corps  
22 policiers, on va aussi mentionner la discrimination  
23 policière envers les femmes autochtones. Val d'Or, ça a  
24 fait le tour de la planète. On ne peut plus prétendre que  
25 ça n'arrive pas ; certains policiers vont abuser de leur



1       statut puis de leur pouvoir pour faire mal aux plus  
2       vulnérables, qui sont les femmes autochtones. Et on  
3       demande aux femmes autochtones de dénoncer l'industrie ou  
4       le trafic humain et la prostitution, alors qu'on met en  
5       doute leur parole, que certains policiers remettent en  
6       doute leur parole.

7                   Avez-vous des solutions par rapport à ça?  
8       Avez-vous des recommandations pour faire en sorte que oui,  
9       on veut rebâtir cette confiance-là et oui, vous avez des  
10      droits comme femmes et on doit vous protéger? Avez-vous  
11      des recommandations?

12                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
13      think if I could answer that. I think groups that we have  
14      across the country that are very important to us and are a  
15      great source of information are our Aboriginal Advisory  
16      Committees that the commanding officers have in every  
17      province and territory. As well, the Circle of Change has  
18      been a great source of information for us as well. I know  
19      when I was commanding officer in Prince Edward Island the  
20      Aboriginal Advisory Committee would bring issues to me of  
21      concern when something had happened in one of our  
22      communities that they felt was improper. Even if the  
23      officer didn't understand what they did, it was an  
24      opportunity for us to address those issues and create a  
25      sense of understanding, provide an educational opportunity

1 for the officers working in that community.

2 So even though, you know, they maybe didn't  
3 recognise what they did was wrong, it still provided  
4 opportunity, it provided us feedback.

5 And they were also a great source of  
6 information for us when things did go wrong and things  
7 were done improperly or there were racist comments or just  
8 improper treatment, in particular, of women.

9 I can think of one case where they came to  
10 me and we talked about a family -- a lady who was spoken  
11 to during a case of domestic violence where it was  
12 mentioned that their children could be taken away if the  
13 police continue to come back to their home. So it was a  
14 lack of really explaining what that meant and why that  
15 might happen versus the people feeling threatened by those  
16 comments.

17 So instances like that it gives us a great  
18 opportunity to create education, to create understanding  
19 and awareness. And I think bodies like that, if we all  
20 had bodies like that that would come to us with open,  
21 transparent communication both ways, not just one way,  
22 that could really help us as police agencies. And I think  
23 they're a fantastic resource.

24 And I know our Circle of Change has been a  
25 fantastic resource for us as well.

1                                   **COMMISSIONER MICHELE AUDETTE:** Juanita?

2                                   **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

3           **DOBSON:** I would just add, for Ontario the ending balance  
4           against Indigenous women and girls joint collaborative  
5           table that we have, including the provincial committee, we  
6           have a committee actually on policing and justice. And so  
7           at that -- again, co-Chaired by our Indigenous partners as  
8           well as representatives of the government, so that is a  
9           table where we continue to have these discussions, and  
10          that recommendations from there would be heard, not only  
11          by the deputy ministers who attend those meetings, but  
12          eventually up to ministers as well.

13                                  **COMMISSIONER MICHELE AUDETTE:** Madam?

14                                  **INSPECTOR TINA CHALK:** Thank you. I could  
15          say that that type of abuse or the type of what you just  
16          spoke about, I think officers do know that. I don't think  
17          they need to be trained to know that that's not abusive  
18          behaviour to anyone. I really do. So I think that  
19          education is important in respect to understanding  
20          residential schools, colonialism, all of the effects of  
21          why we're here today, but I don't think it's reasonable to  
22          say that that will cause -- that officers will then not  
23          act that way. I mean, those are officers who are doing  
24          the wrong thing, committing crimes. And the type of  
25          officers that do that need to be disciplined. Zero

1 tolerance policy. That's it.

2 So I think education for officers who make  
3 mistakes and maybe don't offer proper services, don't  
4 think about -- think it through because why is this  
5 happening and what is the reason why this person is  
6 vulnerable, all of those things I think is really  
7 important for training. But those officers who you're  
8 saying commit those crimes, and being with a Child  
9 Exploitation Unit as well, this is across the board  
10 professions. This is not just police officers. We charge  
11 surgeons, you know, lawyers, et cetera. So many different  
12 police -- or sorry, professions have these issues when it  
13 comes to sex crimes unfortunately.

14 So I think that it simply is zero tolerance  
15 policy when it comes to people who are abusing people or  
16 mistreating people and that's it. And then on top of  
17 that, we need to education about all the ---

18 **COMMISSIONER MICHELE AUDETTE:** M'hm.

19 **INSPECTOR TINA CHALK:** --- things that  
20 we're here today for.

21 **COMMISSIONER MICHELE AUDETTE:** Then what do  
22 we do when -- you talk about zero tolerance. We know by  
23 the voices of the families and survivors when they share  
24 their truth that the lack of confidence exists. And as a  
25 society, and I'm part of that, we have to find solution

1 that the confidence is back or is built. What do we say  
2 when a police force was challenged through the media to  
3 say some of your -- just few of them might did -- maybe  
4 did something to Indigenous women. And, instead waiting  
5 of this -- the court system, or the system to see if it's  
6 true or not, they're wearing bracelets, badges, seven  
7 stars or eight stars for the amount of police who were  
8 charged. Is it something that we should promote or we  
9 should stop? Is it something that is bringing division  
10 instead of unity? Is it something that is not helping for  
11 that trust that we need to have?

12 **INSPECTOR TINA CHALK:** Yes, officers  
13 wearing that type of thing is not appropriate. That  
14 shouldn't be permitted, in my opinion. I don't believe  
15 our service would permit anything like that. It's not  
16 your opinion. You're not being asked your opinion.  
17 You're certainly not being -- you shouldn't be displaying  
18 it, that's for sure. So, I really think that that's a  
19 Code of Conduct, SOP, something that has to be in place to  
20 say that's just not appropriate.

21 **COMMISSIONER MICHÈLE AUDETTE:** I want to  
22 say I saw hope, I heard hope today and les emotions aussi,  
23 so I say thank you, un gros, gros merci.

24 **INSPECTOR TINA CHALK:** Thank you.

25 **--- QUESTIONS BY COMMISSIONER QAJAQ ROBINSON:**

1                   **COMMISSIONER QAJAQ ROBINSON:** I want to --  
2           Inspector Chalk, I think you just touched on it a little  
3           bit about who the consumers are. And, Assistant  
4           Commissioner, you have mentioned that in preparation for  
5           coming here that wasn't part of the information gathering  
6           that you engaged in, but you do have some data about who  
7           are the people buying and -- I don't even know the right  
8           words to say it other than raping and assaulting kids and  
9           women, and paying for that. However, I'm hoping that you  
10          can give us some information about this population.

11                   I saw in the risk assessment that the RCMP  
12          produced were talking about predominantly men as  
13          traffickers, and women and children as those being  
14          exploited and trafficked. What, if anything, can you tell  
15          us about the consumers in terms of the demographics we're  
16          dealing with there? And, Deputy Commissioner and  
17          Inspector Chalk, I direct this primarily at you, too, as  
18          this was something you touched on, but Chief Boland, if  
19          there's insight you have as well, I'm open to it.

20                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
21          Sorry, I have some of those demographics in that Project  
22          Safekeeping. I'm just pulling it up here. If you --  
23          unless you had something ---

24                   **INSPECTOR TINA CHALK:** I would say from my  
25          experience with it, the units that I'm dealing with that

1 it is as I just said. It's unfortunately across the  
2 board. I can't think of a profession that we likely  
3 haven't at some point charged with sexual abuse imagery,  
4 for example, which obviously stems to what that demand is,  
5 the thoughts, or the images, the live sexual assaults,  
6 because that is what those images are and we have to make  
7 sure we remember that, that they aren't picture of  
8 children. They're actually records of sexual assault, and  
9 that's another, sort of, misnomer or unfortunate issue  
10 that people don't necessarily understand that. So, I  
11 think that unfortunately those who want to have sex with  
12 children are just across the board. It's a sad reality.

13 **COMMISSIONER QAJAQ ROBINSON:** When you say  
14 "across the boards" you mean socioeconomic across the  
15 board or gender as well?

16 **INSPECTOR TINA CHALK:** No, I think if we  
17 were to look at our statistics, they would be mostly male,  
18 absolutely, but across professions.

19 **COMMISSIONER QAJAQ ROBINSON:** Okay.

20 **INSPECTOR TINA CHALK:** So, you might think,  
21 well, is it, as you say, socioeconomical? Well, no, I  
22 think it's across the board. So, from police officers to  
23 lawyers, to construction workers, it's just wherever you  
24 think about it, it's there, unfortunately.

25 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I

1 have some of the demographics of traffickers. In terms of  
2 traffickers, this was based on that Project Safekeeping  
3 study which was a review of several files on human  
4 trafficking. It states that the majority of traffickers  
5 are male Canadian citizens in between the age of 19 to 32  
6 years and are of various ethnicities or races. And,  
7 there's more information such as, you know, where they  
8 would often take their victims.

9 It also talks about adult females and  
10 individuals under the age of 18, especially those who are  
11 female are increasingly becoming involved as human  
12 traffickers for sexual exploitation. Female traffickers  
13 usually work with at least one male, and this partnership  
14 is sometimes relationship-based. Traffickers who are  
15 under the age of 18 commonly work in partnership with  
16 adults. So, those are some of the demographics.  
17 Something that I noted as well in this study was that  
18 approximately 50 percent of all women who are trafficked  
19 have either worked in the sex work industry or as an  
20 exotic dancer as well.

21 **COMMISSIONER QAJAQ ROBINSON:** And, do you  
22 have records about who these traffickers are selling these  
23 women and children to? Those demographics.

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
25 So, yes, in terms of people who have been charged, I don't



1 have that with me, no.

2 **COMMISSIONER QAJAQ ROBINSON:** Is that  
3 something you can easily access?

4 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** It  
5 would be through Statistics Canada. We would be able to  
6 find certainly how many charges have been laid, and I  
7 would think that it would be easy enough to find some of  
8 the demographics of that.

9 **COMMISSIONER QAJAQ ROBINSON:** I would  
10 appreciate it if we could get some of that information,  
11 and if it could be shared with the parties. And, of  
12 course, we'll share it with the parties if you're able to  
13 provide it to the Inquiry.

14 **MS. ANNE TURLEY:** Can I just get a  
15 clarification so I know what we're ---

16 **COMMISSIONER QAJAQ ROBINSON:** Yes, I'm  
17 not ---

18 **MS. ANNE TURLEY:** --- to make sure we're  
19 undertaking and we get you the information that you want?  
20 You're asking about not the people who are doing the  
21 trafficking, but the consumers of ---

22 **COMMISSIONER QAJAQ ROBINSON:** Their  
23 clients.

24 **MS. ANNE TURLEY:** Yes. And, I don't ---

25 **COMMISSIONER QAJAQ ROBINSON:** The

1 purchasers.

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

3 Statistically, we would be able to provide charges laid  
4 across Canada through Stats Canada, but I can't be certain  
5 of to what type of demographics we would be able to pull  
6 from that information without going into each file.

7 **COMMISSIONER QAFAQ ROBINSON:** Okay.

8 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

9 So, that might be a limitation in terms of the information  
10 that's there unless a full study is done.

11 **COMMISSIONER QAFAQ ROBINSON:** Okay, thank  
12 you. I think that, I mean, it speaks to the other gaps in  
13 data, and I'm assuming you're saying that this type of  
14 information carries the same challenges as the trafficking  
15 data?

16 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

17 Yes, it does.

18 **COMMISSIONER QAFAQ ROBINSON:** The issue of  
19 racism was touched on, and I appreciate, Inspector Chalk,  
20 your recognition that experiences of racism can result in  
21 people not wanting to come forward and it having numerous  
22 impacts on the willingness to report, to come forward, and  
23 then also the quality of an investigation whether or not  
24 it's because of experiences of racism faced with police.

25 There's another aspect of this that I'm

1 wondering if you have experienced or have put some thought  
2 into, and that's really the issue of the interplay not  
3 only with racism, but misogyny and sexism. And,  
4 particularly, the issue of hypersexualization of  
5 Indigenous women and girls.

6 It's Halloween. We have seen the costumes  
7 at the stores. The Pocahontas, the Indian princess, you  
8 name it. It's no secret that in our submissions to the  
9 Supreme Court we talked about -- Commission counsel talked  
10 about what we have heard about is a Pocahontas effect. We  
11 heard about this during our hearings on racism in the  
12 media in Toronto a number of weeks back. Are you seeing  
13 this fetishization, dehumanization and hypersexualization  
14 of Indigenous women and girls is playing a role in the  
15 elevated rates of human trafficking of Indigenous women  
16 and girls.

17 **INSPECTOR TINA CHALK:** I haven't seen that,  
18 but I absolutely agree with you and I think it's -- if  
19 you're viewed that way by men or otherwise, then that  
20 would make you more vulnerable, to made less of a person,  
21 to made sexualized. So, of course that would, in my view,  
22 make you much more of a target because that thought  
23 process already lies within the head of that abuser. So,  
24 I think that is very instrumental.

25 **COMMISSIONER QAJAQ ROBINSON:** Does anyone

1 else have thoughts on that?

2 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
3 would agree. I also have not seen that, but I absolutely  
4 agree with everything Inspector Chalk is saying.

5 **COMMISSIONER QAJAQ ROBINSON:** And, perhaps  
6 you would agree with me that that is not the problem or  
7 the responsibility of an Indigenous women and girl, that  
8 is the responsibility of men, and people in positions of  
9 power and educators to change this social view?

10 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** I  
11 agree.

12 **CHIEF JOE BOLAND:** Agreed.

13 **COMMISSIONER QAJAQ ROBINSON:** Yes, I think  
14 I'm seeing all heads nod. So, thank you. I want to just  
15 finish off -- a lot of the questions I had were already  
16 asked, but I think Assistant Commissioner, you noted that  
17 it was sad that we're talking about this, particularly  
18 after the National Action Plan, I think that was in 2012,  
19 that identified many what were called push factors.

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
21 Yes.

22 **COMMISSIONER QAJAQ ROBINSON:** I appreciate  
23 that the understanding of the business of trafficking is  
24 still something that requires a lot of research and  
25 greater understanding, particularly with the lack of

1 reporting. Yet these push factors, to me, are quite  
2 evident, and even in Canada's 2012 or 2013 National Action  
3 Plan identified these push factors, specifically poverty,  
4 unemployment, lack of education, lack of social programs  
5 and gender based inequality.

6 I would like to add to your comment about  
7 it being sad that we're still talking about awareness when  
8 these factors, socio-economic indicators of well-being,  
9 according to the Attorney General, one, aren't being well  
10 monitored, and don't actually seem to be addressed by many  
11 of the social programs that are at play. I suspect that  
12 to do your jobs as police forces, unless those push  
13 factors are addressed by government as a whole -- W-H-O-L-  
14 E, not H-O-L-E, ha, ha. Jokes -- that that has to be  
15 adjust in parallel, if not, you know, right immediately by  
16 again the whole of government. Is that something that as  
17 professionals in law enforcement and the criminal justice  
18 system you would agree with?

19 **CHIEF JOE BOLAND:** Absolutely.

20 **COMMISSIONER QAJAQ ROBINSON:** I'm seeing  
21 nodding heads.

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
23 Absolutely. Yes.

24 **INSPECTOR TINA CHALK:** Yes.

25 **COMMISSIONER QAJAQ ROBINSON:** Thank you.

1 Finally, I am happy to hear about the revitalization and  
2 rethinking of the National Action Plan by the government  
3 of Canada and the RCMP, but is -- I was listening to  
4 testimony, one of the things that I'm struck by is the --  
5 and I think Inspector Chalk, you identified this the *ad*  
6 *hoc* nature of engagement at the provincial level in  
7 response to human trafficking and how that was an issue.

8 Well, in a country where you have multiple  
9 jurisdictions, i.e. provinces, and territories and the  
10 feds, and then you have multiple police forces, it strikes  
11 me as being a continuation of *ad hoc* and patch work  
12 efforts if a National Action Plan does not include all  
13 jurisdictions. So, would you agree with me that action  
14 plans going forward, particularly because of the inter-  
15 jurisdictional nature of trafficking -- I think that  
16 that's why the borders are attractive. Get her out of OPP  
17 jurisdiction, get her into city of Ottawa jurisdiction,  
18 move her across the river, into Gatineau City police  
19 jurisdiction, that is leading to the ability to hide in  
20 plain sight. And, a coordinated effort, I think, is  
21 needed at the policing level, but I would suggest at the  
22 national strategic and action plan level, and I'm  
23 wondering if you agree with me on that point.

24 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

25 Absolutely.

1                   **INSPECTOR TINA CHALK:** I agree.

2                   **COMMISSIONER QAJAQ ROBINSON:** Should such  
3 action plan also include coordinated research and data  
4 collection?

5                   **CHIEF JOE BOLAND:** Yes.

6                   **INSPECTOR TINA CHALK:** Yes.

7                   **COMMISSIONER QAJAQ ROBINSON:** Yes. Because  
8 it seems to me that if you're not asking the same  
9 questions in Nova Scotia as you are in New Brunswick, as  
10 you are in Quebec, as you are in Ontario, that one woman  
11 being trafficked through the system, you are not getting a  
12 real picture.

13                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
14 That's correct.

15                   **COMMISSIONER QAJAQ ROBINSON:** And, finally,  
16 that action plan needs to involve people with lived  
17 experience and Indigenous women's groups?

18                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
19 Yes, it does.

20                   **COMMISSIONER QAJAQ ROBINSON:** All right. I  
21 want to thank you all for sharing with us, answering our  
22 questions and for going late into the evening. Nakurmiik.  
23 Thank you.

24                   **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
25 Thank you.

1 --- QUESTIONS BY CHIEF COMMISSIONER MARION BULLER:

2 **CHIEF COMMISSIONER MARION BULLER:** Thank  
3 you. Hopefully I'll be relatively brief in my questions.  
4 I just have some for clarification.

5 Starting with Ms. Dobson. I've looked  
6 carefully at the restraining orders affidavits and  
7 application, and I don't see any specific reference to  
8 protection of children of applicants. There is other  
9 circumstances or other people to be protected, but there's  
10 no specific reference to children. No tick box for that.  
11 Can you explain why that it's set up that way?

12 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

13 **DOBSON:** No. I would not think that that was not to be  
14 included, that children would be considered also for  
15 protection. I will go back to the folks and -- to see if  
16 that was something that we need to be more explicit about.

17 **CHIEF COMMISSIONER MARION BULLER:** Thank  
18 you. My reading of them was that, I suppose you could  
19 include children in some parts, but there's no specific  
20 reference, which means people don't turn their minds to  
21 it.

22 **ASSISTANT DEPUTY ATTORNEY GENERAL JUANITA**

23 **DOBSON:** Thank you for that.

24 **CHIEF COMMISSIONER MARION BULLER:** And,  
25 there was no reference anywhere in those documents to the



1 need for translation, maybe that's something that you can  
2 take back as my recommendation to you as well. So, thank  
3 you.

4 Chief Boland, you mentioned in recruiting  
5 the requirement for eight months attendance at Memorial  
6 was creating a problem, and as a result, you changed that  
7 so there would be one year post-secondary required  
8 instead. What if any impact has that had on your  
9 recruiting?

10 **CHIEF JOE BOLAND:** We have almost tripled  
11 our number of applicants.

12 **CHIEF COMMISSIONER MARION BULLER:** And, is  
13 that any type of post-secondary education anywhere?

14 **CHIEF JOE BOLAND:** It is.

15 **CHIEF COMMISSIONER MARION BULLER:** Okay.

16 And, Chief Boland, I might have misheard something that  
17 you said earlier, you were talking about the Intimate  
18 Violence Project that involved one investigator and one  
19 analyst, and I believe you said it's so that your police  
20 service could get out in front of the circumstances before  
21 they became an offence. Did I mishear that?

22 **CHIEF JOE BOLAND:** What we were trying to  
23 do is identify through the process. So, you have an  
24 analyst that looks at the files and speaks to the  
25 investigators that are situated in our major crimes

1 section, and they look at all files.

2 So, some of the files are mandatory that  
3 our patrol officers have to forward to the Intimate  
4 Partner Violence unit, others are not mandatory, but every  
5 file, with the exception of our trafficking files, are  
6 reviewed by the analyst. And, it's to try to predict  
7 where a person would be -- possibly become a victim, and  
8 to reach out to that person and speak to them and make  
9 them aware that we're aware of the situation.

10 **CHIEF COMMISSIONER MARION BULLER:** Okay.  
11 Thank you. Now, Assistant Chief Commissioner Crampton,  
12 are you familiar with the circumstances of the offences  
13 committed by Judge Ramsey, late and former Judge Ramsey in  
14 Prince George, B.C.?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
16 No, nothing other than what I would know in media.

17 **CHIEF COMMISSIONER MARION BULLER:** Yes,  
18 okay. Thank you. We talked a lot today about the  
19 difficulties created by underreporting of offences,  
20 specifically human trafficking. But, certainly reporting  
21 by victims is not the only investigative technique; is  
22 that correct?

23 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**  
24 That's correct.

25 **CHIEF COMMISSIONER MARION BULLER:** Without

1 telling secrets, what other types of investigative  
2 techniques are there for human trafficking offences?

3 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

4 It's difficult to answer without talking about operations.  
5 I guess some of it could be coming from the community,  
6 information from community, from friends who are  
7 concerned, from family who are concerned. I was speaking  
8 with someone today on a break, and they were asking about  
9 a friend of theirs who's not in their community anymore.  
10 So, there's an example of someone coming forward with  
11 information that should be followed up to make sure that  
12 that person is in a safe place, not to say that we had a  
13 discussion on human trafficking, it wasn't, but it was  
14 just concern for somebody, but that's someone who could be  
15 in an exploitive situation. So, there are other avenues  
16 of receiving that information as well.

17 **CHIEF COMMISSIONER MARION BULLER:** How  
18 actively does the RCMP pursue those other avenues of  
19 investigation?

20 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** If  
21 someone was reported missing, it's obviously investigated.  
22 But, I would have to answer the same as Inspector Chalk in  
23 that I don't know everyone would think of human  
24 trafficking investigations when someone is found, who's  
25 missing or maybe is working in the sex trade. It's

1 probably not at the forefront of the officer who  
2 encounters that person unless they're trained in that  
3 area.

4 **CHIEF COMMISSIONER MARION BULLER:**

5 Inspector Chalk, is there anything you would like to add?

6 **INSPECTOR TINA CHALK:** Yes. I can say that  
7 within our unit, the two really important positions we  
8 have is the analyst and the internet specialist. And,  
9 again, I can't get into investigations, but we have  
10 started investigations because of the efforts of those two  
11 people that are proactive in nature where we think  
12 exploitation may be occurring, and then it goes to an  
13 investigation. So, there's no victim, per se, coming  
14 forward but, to us, it looks like because of the trends,  
15 the movement patterns, et cetera, that this may be  
16 happening. So, then we take it on as an actual  
17 investigation, and then we sort of go from the back end as  
18 opposed to a victim, first, perspective. So, making sure  
19 we use the analysis and the ability to do those things,  
20 which is really important, and embed those into these type  
21 of units is very helpful to take that proactive piece.

22 **CHIEF COMMISSIONER MARION BULLER:** Okay,  
23 thank you. And, finally, Assistant Commissioner Crampton,  
24 you just said something that caught me quite by surprise,  
25 and maybe one or two other people, that Canada now is

1 known as a destination, as well as a transit location for  
2 human trafficking. Can you, first of all, expand upon  
3 that? And, in the process, explain how and why that's  
4 happened?

5 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

6 So, when I refer to Canada being a destination, it's more  
7 in terms of forced labour, so people being brought into  
8 the country for exploitive purposes, generally, forced  
9 labour. Domestically, our picture is more in terms of  
10 sexual exploitation and human trafficking for that  
11 purpose.

12 **CHIEF COMMISSIONER MARION BULLER:** So, the  
13 transit -- by transit location, are you -- what are you  
14 talking about?

15 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:**

16 So, transit location is coming through Canada to maybe  
17 into the United States or another country, stopping  
18 briefly in Canada. Coming from one country to Canada, to  
19 another country.

20 **CHIEF COMMISSIONER MARION BULLER:** For  
21 forced labour?

22 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** Or  
23 sexual exploitation. We have had cases that we have  
24 investigated that were for sexual exploitation as well.  
25 So, we will receive information from the country where the

1 trafficker and the victim are leaving and coming through  
2 Canada, in which case then we will start an investigation  
3 and work with our partners internationally to stop that  
4 from happening.

5 **CHIEF COMMISSIONER MARION BULLER:** Okay,  
6 thank you for clarifying that.

7 **ASSISTANT COMMISSIONER JOANNE CRAMPTON:** No  
8 problem.

9 **CHIEF COMMISSIONER MARION BULLER:** Those  
10 are all of my questions. And so, I'm going to take the  
11 opportunity to thank all four of you for coming today and  
12 spending a very long day with us. I know it's not easy.  
13 What you have said today has made a difference in our work  
14 in a good way, I should add. And, we're very grateful for  
15 the time that you had spent with us for the wisdom and  
16 experience you have shared with us. And, we have just a  
17 very small gift to give you in return.

18 All four of you have difficult jobs, and we  
19 recognize that. In order to help you do your difficult  
20 work and in order to lift you up so that you can do that,  
21 and maybe take you a little higher, we have eagle feathers  
22 and tobacco for you as our way of thanking you for making  
23 a difference. Thank you.

24 **INSPECTOR TINA CHALK:** Thank you, that's an  
25 honour. Thank you.

1                   **CHIEF JOE BOLAND:** Thank you.

2                   **CHIEF COMMISSIONER MARION BULLER:** And, we  
3 are adjourned until tomorrow morning at 8:00 for our  
4 opening ceremony and 8:30 for evidence.

5  
6 --- Upon adjourning at 18:39

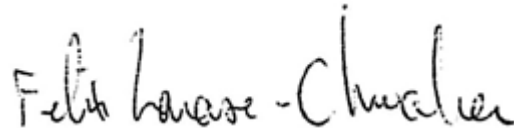
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14                   LEGAL DICTA-TYPIST'S CERTIFICATE

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I, Félix Larose-Chevalier, Court Transcriber, hereby  
certify that I have transcribed the foregoing and it is a  
true and accurate transcript of the digital audio provided  
in this matter.

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24                   Félix Larose-Chevalier

25                   Oct 15, 2018

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