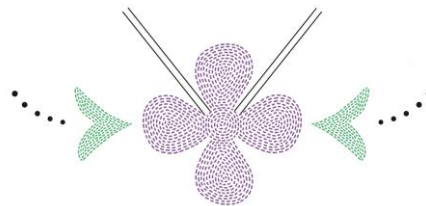


National Inquiry into
Missing and Murdered
Indigenous Women and Girls



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

**National Inquiry into Missing and Murdered
Indigenous Women and Girls
Truth-Gathering Process
Part 2 Institutional Hearings
“Police Policies & Practices”
Saskatchewan Hotel
Regina, Saskatchewan**



PUBLIC

**Part 2 Volume 6
Monday June 25, 2018**

**Panel 1: “Recruitment, Training & Policing
in Indigenous Communities”**

**Brenda Lucki, Commissioner,
Royal Canadian Mounted Police;**

**Daniel Bellegarde, Director,
Canadian Association of Police Governance;**

**Jean-Pierre Larose, Chief,
Kativik Regional Police Force**

INTERNATIONAL REPORTING INC.

II

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Second Chair: Shelby Thomas (Commission Counsel)

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Counsel: Anne Turley (Government of Canada)

Daniel Bellegarde, Director, Canadian Association of Police Governance

Counsel: Michelle Brass (First Nations Police Governance Council)

Jean-Pierre Larose, Chief of Kativik Regional Police Force (Quebec)

Counsel: Bernard Jacob (Commission Counsel)

**Witness: Richard Coleman, Director of Public Safety, Relations with
Aboriginal Peoples Office (Quebec)**

Counsel: Bernard Jacob (Commission Counsel)

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

Grandmothers, Elders, Knowledge-keepers & National Family Advisory
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Reta Blind, Terrance Bob, Barbara Dumont-Hill (Government of Canada),
Trevor Ewack, Pamela Fillier, Fred Fillier, Louise Haulli, Norma
Jacobs (Knowledge-keeper / NFAC), Rising S Kaysaywaysemat, Rodney
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1 Regina, Ontario

2 --- The hearing starts on Monday, June 25th, 2018 at 8:13
3 a.m.

4 (MUSICAL PRESENTATION)

5 MR. VERN BELLEGARDE: Thank you very much,
6 Wooden Face Drum Group. We'll see you Friday at the
7 closing ceremonies.

8 Good morning again, ladies and gentlemen.
9 Just a little bit of housekeeping. I'll be your chairman
10 for the week. My name is Vern Bellegarde. First of all,
11 I'd like to thank our pipe carriers this morning for the
12 pipe ceremony, and this pipe ceremony will be every morning
13 at 7:00. So, if you get up early and want to be here to
14 attend the pipe ceremony, that's the time it starts. It's
15 not five after seven or ten after seven. It's at 7:00.

16 There are health rooms available for those
17 who need additional support. There's also smudging
18 available in the elders' room just down the hall. And,
19 there's also a number of support people here, should people
20 feel that they need the extra support, and a hug and a hand
21 on your shoulder. They will be around. They have purple
22 lanyards, if you do require their assistance.

23 We also have a number of elders here,
24 traditional and faith-based that will help you as well, Day
25 Walker-Pelletier from the Okanese First Nation with our

1 opening remarks.

2 (APPLAUSE)

3 **CHIEF MARIE-ANNE DAY WALKER-PELLETIER:**

4 Thank you. Good morning. First of all, I want to
5 acknowledge the Creator for giving us such a beautiful day,
6 and also acknowledge our elders this morning, our pipe
7 carriers, our pipe ceremony, and our national group, and
8 all of you. I don't know you personally, but certainly the
9 gathering reflects what we're going to talk about for the
10 rest of the week.

11 I'm here on behalf of the File Hills
12 Qu'Appelle Tribal Council, 11 First Nations, and also from
13 the Treaty 4 area. As we sit here in Treaty 4 area, you
14 are sitting in a very unique area which represents our
15 treaty principles that our ancestors signed many years ago.
16 And, when they signed those treaties, they signed them with
17 honesty, trust, kindness, a better future for all of us.
18 And, our elders, our ancestors raised the pipes with the
19 Commissioners at that time together as nations to carry our
20 First Nations into the future. In those treaties, it talks
21 about the red coats for safety and security. So, policing
22 has a role to play in determining and assisting our First
23 Nations.

24 This week, it's about truth, talking about
25 the truth, being honest, being accountable. Our people,

1 our First Nations people have tried many ways, many forms
2 to carry that truth, but we still face those obstacles that
3 are put in front of us, residential school, the Sixties
4 Scoop, *The Indian Act*. But, as I stand here today, as a
5 woman, an Indian woman, a great-grandmother, we are able
6 and we will be leaders, and strong leaders, strong women in
7 the future.

8 The Inquiry is a place and an opportunity
9 for our people to speak the truth, to be strong. And,
10 those prayers that were said this morning asking the
11 Creator to be with us will always be with us to give us
12 that strength, to give us that courage, and we need to
13 stand together. Nobody wants to talk about the R word,
14 racism, and that's the biggest challenge we all have, is to
15 overcome that. And, policing is one of the areas that
16 really need to be accountable for that.

17 So, I ask that at the end of the day, at the
18 end of the week, that we do better than yesterday. That's
19 all I ask, and that our treaties, our First Nations, our
20 treaties are paramount. We need to honour those together.
21 So, once again, I thank you. I'm sorry I've got to leave.
22 I have a funeral to attend to in my community. So,
23 hopefully, I can come back during the week to listen, to
24 hear the truth. Hai-hai (phonetic). Thank you.

25 (APPLAUSE)

1 **MR. VERN BELLEGARDE:** Thank you very much,
2 Chief Day Walker. Our next speaker from the Federation of
3 Sovereign Indigenous Nations, Vice-Chief Heather Bear.

4 (APPLAUSE)

5 **VICE-CHIEF HEATHER BEAR:** Thank you. Good
6 morning. At this time, I would like to also acknowledge
7 our heavenly Creator today. And, of course, the elders,
8 Larry and Cheryl, thank you so much for raising the pipes
9 and rendering the much needed prayers we need for the day,
10 for the week. Thank you, Chief Day Walker, for your words.
11 You never -- I always get inspired whenever you speak.
12 It's such an honour to serve with you and learn from you.
13 Your wise words are always -- give us that boost as women
14 leaders.

15 To the Commissioners, thank you. It's good
16 to see you all again. I'm glad you're here. And, most
17 importantly, to the families, I'm glad to see you all here.
18 And, of course, to the officers, the blue coats I guess now
19 -- well, I guess there are a few red coats every now and
20 again at a grand entry, but we're all here together for an
21 important day, an important time, a time for truth telling.

22 And, you know, as a vice-chief, and my
23 mandate is to fulfil the direction of the Women's
24 Commission. And, the Women's Commission at FSIN, their
25 mandate is to, you know, advocate and -- advocate for our

1 children and families in our communities, in all our
2 communities in Saskatchewan. I think we have about 15
3 chiefs in the province. And, we do bring a unique
4 perspective, and I think we do bring that unique
5 perspective to the table and to the FSIN, because we all
6 share in the suffering, the missing, the murdered, the
7 violence, you know, the -- and, of course, we also suffer
8 some of these impacts. And, just because we're chiefs
9 doesn't mean we haven't suffered or we have been touched.
10 Many of our chiefs and counsel in the province are -- you
11 know, have families who have gone missing, and we are all
12 grassroots people.

13 So, when we speak and advocate, you know, to
14 put an end to the violence, to put an end to our women
15 going missing and murdered, it's not just talk. We feel it
16 each and every day in our families, sometimes in our homes,
17 in our communities. So, when you look at, you know, how do
18 we know things are getting better, well we know the day we
19 see, you know, our people walk with dignity, with freedom,
20 with quiet voices on a true path to reconciliation. You
21 know, and we see our little ones feeling safe and doing
22 well in school and, you know, being the best that they can
23 be, to not hear their little ones come home and ask, "Why
24 do they call me an Indian or a bad name?" You know, that's
25 the day when we'll know that those recommendations that

1 these Commissioners -- you know, that they have been
2 implemented and they work.

3 But, in the mean time, for our people, you
4 know, for us that have been hurt and wounded, Indigenous
5 people, I think it's important for us as the Commissioners,
6 you know, move forward into the federal inquiry and look at
7 the institutions, my message to you is -- and to myself is,
8 you know, the most sacred institution is the family
9 institution. That's what our grandmothers and grandfathers
10 told us. So, it's about what can we do in our homes to
11 make the good change?

12 That, to me, is reconciliation. With our
13 children, with our grandchildren, with our husbands, what
14 can we do in our own homes to make change for ourselves?
15 And to me, that's the most powerful healing and
16 reconciliation that can happen, because when the home is
17 strong, when the individual is strong, you know, they will
18 be and you will the best that you can be. And, we'll start
19 by mindful forgiveness, but we'll do that. But, please
20 make the change, the systemic racism that has to stop.

21 So, with that, my friends, have a healing
22 week. Chi-miigwetch.

23 **MR. VERNE BELLEGARDE:** Thank you very much,
24 Vice-Chief Bear.

25 Our next on the agenda, we have the lighting

1 of the qulliq by grandmother Louise Haulii, and she will
2 also speak to the thing.

3 **GRANDMOTHER LOUISE HAULII:** (Speaks in
4 Inuktitut). Thank you for welcoming us to Regina and to
5 this beautiful hotel. (Speaks in Inuktitut).

6 **COMMISSIONER QAJAQ ROBINSON:** The qulliq,
7 I've been asked to translate. Can I get this mic on? Is
8 it on? Hi, Louise has asked me to translate. The qulliq,
9 she is lighting the qulliq. The qulliq is a tool, an
10 ancient tool for light and survival of the Inuit,
11 circumpolar Inuit. It is used for warmth. We use it to
12 cook the food, and we use it for light. It melts the ice
13 into water. All these things are things needed, and
14 although the qulliq is not used now within modern homes,
15 it's still used, particularly when on the land.

16 I will keep the qulliq lit for the entire
17 week. I will speak when I light it and when I extinguish
18 it, but we will keep it lit for the duration of the week in
19 the hearing. Historically, the qulliq was left burning all
20 day and all night. In the night time, it was a short
21 little flame, but the person tending to the qulliq had to
22 keep that flame going all the time. It was a matter of
23 life and survival.

24 If you wish to learn more about the
25 significance and the importance of the qulliq, there are

1 signs, I believe, in the hallway that can explain a little
2 bit more about the gulliq and why it's such an important
3 centrepiece for the Inquiry's ceremony.

4 Throughout the week, we must remember that
5 each day is given to us as a gift and be grateful for that
6 and seek comfort in that.

7 She's done.

8 **MR. VERN BELLEGARDE:** Thank you very much,
9 grandmother.

10 Our next agenda item is the National Family
11 Advisory Circle, and I'll be calling up people if they are
12 here, would you please come and say a few words at the mic,
13 please? Pamela Fillier. There's Pamela, Darlene Osborne,
14 Norma Jacobs, Gladys Radek, Charlotte Wolfrey, Myrna
15 LaPlante, Cynthia Cardinal, Bonnie Fowler. The National
16 Family Advisory Circle.

17 **MS. MYRNA LAPLANTE:** Good morning. I would
18 like to thank the people that have set a wonderful tone
19 here today. The elders who lifted the pipe, the drum
20 group, Vice-Chief Bear, Chief Day Walker-Pelletier, and
21 anybody else who has had a hand in bringing us all together
22 for this very important week.

23 So, tansi, and welcome to the National
24 Inquiry's Institutional Hearing on Police Practices and
25 Policies. My name is Myrna LaPlante, and I am from the Day

1 Star First Nation in Treaty 4. I reside in Saskatoon.
2 And, of course, we are the National Family Advisory Circle,
3 and our role is to advise the Commissioners and staff of
4 the National Inquiry, and to provide support that ensures a
5 family-first approach.

6 The issue being discussed this week is
7 police practices, something that as families has affected
8 us all very deeply. We want the police in the country to
9 know that the women and girls we have lost are not just
10 another case number. They are not ever forgotten. Not for
11 one minute. They are loved, they are cherished, they are
12 our sisters, daughters, aunties, cousins, mothers.

13 We do this work because we love them, and we
14 want justice for them. We want you to care, and we want
15 them to stop going missing and we want them to live. We do
16 this because we want our little ones to grow up safe. We
17 do this work because it matters. We do this because
18 another missing woman is one too many.

19 NFAC would like to state publicly again that
20 we are very disappointed and upset that the government in a
21 month that they celebrate Indigenous people have decided
22 not to support the National Inquiry beyond six months. It
23 will take years to find answers and undo the years of
24 racism our women, girls and Two-Spirit people have
25 suffered.

1 While we wish we had more time to do this
2 important work, we stand together with our sisters and
3 we'll do our best to bring them some justice. We look
4 forward to what this week will bring and thank you for
5 taking the time to be here. Thank you.

6 (APPLAUSE)

7 **MR. BELLEGARDE:** Thank you very much, Myrna
8 on behalf of the National Family Advisory Circle.

9 I'd like to call up Barbara Dumont-Hill, and
10 she'll be speaking grandmother's prayers.

11 **MS. DUMONT-HILL:** (Speaking Anishinaabe
12 language). Hello, everyone. I hope you're all living your
13 life in the good way. (Speaking Anishinaabe language).
14 Barbara Dumont-Hill (speaking Anishinaabe language). I am
15 a very proud Anishinaabe woman. My name is Barbara Dumont-
16 Hill. I am Turtle Clan, and I was born on the Kitigan Zibi
17 Indian Reserve.

18 I want to, at this time, acknowledge all the
19 nations of Treaty 4. Thank you, meegwetch, for hosting us
20 on this beautiful territory. I got to walk a little bit
21 and enjoy some of it yesterday.

22 You know, I -- this time in our communities
23 we're celebrating the strawberry moon, that sixth moon of
24 creation. And that medicine of the strawberry is
25 reconciliation. It talks about the sweetness of life, and

1 our people would gather and feast at this time all the
2 things that they had to be grateful for. And it was also
3 the time to let go of their -- any issues they had with
4 their family; it was about gathering together and
5 celebrating with care about one another as human beings.

6 So that strawberry time is very important to
7 me. And it just reminds -- because no matter where we are,
8 we love those strawberries, we love those berries. And
9 those seeds, like you know, that berry -- that first --
10 that berry -- the first berry of the season that has its
11 seeds on the outside, to teach us how to spread those seeds
12 quicker to help one another. And hopefully, yes, to end
13 racism too. That's so important.

14 I'd like to start -- I want to acknowledge
15 too those pipe carriers this morning, that -- those
16 beautiful prayers, the -- all the elders, the -- and that
17 drum that awakened our hearts this morning, that filled our
18 hearts with very good medicine.

19 But I want to start our day in a good way.
20 I'd like to say a prayer that was said by all our people
21 right across Great Turtle Island since time immemorial.

22 I'm very grateful for the Creator in my life
23 today. I'm grateful for all the people gathered here in
24 this circle, who are here to create change.

25 I'm grateful for our grandfather, the Sun,

1 who shares our light with us -- his light with us each day,
2 and our grandmother, the Moon, who lights up our seasons --
3 lights up our night sky and breaks down our seasons for us.
4 I'm grateful for our Sacred Mother Earth, who provides
5 everything we need to live our life in a good way. I'm
6 grateful for the sacred air, the breath of meno-manidoo
7 (ph), and that sacred water, the blood of our Mother Earth
8 that quenches our thirst and brings life into the world.
9 And that's those women too.

10 I'm grateful for the winged, the four-
11 legged, the swimmers and the crawlers. I'm grateful for
12 all the trees and the plants, the roots, the medicines that
13 grow here on Great Turtle Island that add beauty to our
14 life each day and have always shared their bounty with us.

15 I'm grateful for all the ancestors, who
16 created a good place, good things for us to follow, a good
17 path for us to follow, and those seven generations of
18 ancestors that we all have responsibility to leave a good
19 path for. I'm grateful for all the people who live their
20 life in the good way, who care about one another, who do
21 good for the earth, who do good for other human beings.

22 And I ask the Creator to touch each one of
23 us here today, to bless us with his wisdom, with good
24 health for each one of you, for your children, your
25 grandchildren, your great grandchildren, that we all

1 understand we all belong to one creator and we all have
2 responsibility to respect all of of her creation.

3 So for all of you people in all of these
4 things, I say chi-meegwetch, and wish you all a good day.
5 Chi-meegwetch.

6 **MR. BELLEGARDE:** Hai-hai. Thank you very
7 much, Barbara.

8 (APPLAUSE)

9 **MR. BELLEGARDE:** Just in light of what
10 Barbara had to say, I'm just going to call for a moment of
11 silence just to reflect on the issues of the day, perhaps,
12 and on why you are here and what you're bringing to the
13 table and what you're reflecting on.

14 You talked about love, healing, caring,
15 sharing. So we'll just take a moment of silence to
16 reflect.

17 (MOMENT OF SILENCE)

18 **MR. BELLEGARDE:** Thank you very much.

19 During my moment, I thought about my son,
20 stabbed in the back for \$10 and a gram of weed. We lost
21 him seven, eight years ago, but it's a moment I'll never
22 forget when I saw him lying there. But, we all have
23 issues, we've got to heal and we find, at least I found,
24 the best way to heal is to talk about it, to share it.
25 We'll have some comments now from the Chief Commissioner

1 Buller.

2 **CHIEF COMMISSIONER MARION BULLER:** Thank
3 you. Good morning. Bon matin, mes chers amis, I want to
4 start by remembering and honouring the spirits of the
5 missing and murdered Indigenous women and girls, and I also
6 want to acknowledge the special courage and challenges
7 faced by members of the 2SLGBTQAI community.

8 I want to extend a sincere welcome to
9 families, survivors and members of the National Family
10 Advisory Circle. Thank you also to the people of Treaty 4
11 for welcoming us. Thank you. This is the territory of the
12 Cree, Ojibwe, Salteaux, Dakota, Lakota, Nakota and the
13 homeland of the Métis people. Thank you again for your
14 warm welcome.

15 Elders, grandmothers and chiefs, thanks for
16 bringing us here today in a good way. I want to also thank
17 the pipe carriers for starting us in a good way today and
18 reminding us of the importance of ceremony. Drummers, the
19 wooden face drum group, thank you for bringing us all
20 together here today and of course the heartbeat of the
21 drum. Thank you, Vern, so far we're on time. Thank you
22 everyone, whether you're here in the room or joining us
23 through the internet. Thank you for coming because we have
24 important work to do again.

25 The pipe carriers this morning and the

1 prayers that we all spoke and we heard reminded me of two
2 really important things, humility and gratitude. In the
3 last weeks and months, I've been reviewing statements, the
4 truths that over 1,200 people have shared with us across
5 Canada. I've also been watching some videos of truths as
6 well.

7 I'm so grateful for their courage and I'm
8 humbled by their strength. Giving their truths and sharing
9 their truths with us has already made a difference. As I
10 said in Vancouver, there's a tidal wave of truth that is
11 washing over this country, and it's not stopping and it's
12 because of the families and survivors who are sharing their
13 truths that Canadian history is being rewritten. I'm
14 grateful to them and I'm humbled by them. They're changing
15 us. All of us.

16 We're going to hear from over 500 more
17 people across Canada and I look forward to hearing their
18 truths as we move forward. Again, I know I'm going to be
19 overwhelmed by their humility and their strengths. They
20 too, will contribute to the tidal wave of truth that's
21 washing over this country.

22 I'm humbled also by all of the people who
23 have come forward to speak to us when they faced lateral
24 violence in their own communities for doing so, when they
25 faced lateral violence from family members for doing so.

1 Thank you, what you've done has made a big difference to
2 our work.

3 Over the next few days, we're going to hear
4 from several witnesses who are going to tell us more about
5 policing, policing in Indigenous communities, different
6 practices that they carry out, training, things of that
7 nature, but I hope they're going to tell us about
8 relationships and how we can move forward in a good way,
9 building relationships with each other because, ultimately,
10 our goal is to reduce and maybe make missing and murdered
11 Indigenous women and girls a thing of the past. Not
12 forgotten, but a thing of the past.

13 What we learn this week is going to help
14 frame our final report and of course our recommendations,
15 and it's going to be very important work. You know, we
16 were talking last night about change. It wasn't all that
17 long ago, I would say maybe within my lifespan, that a lot
18 of us wouldn't be welcome in this building, a lot of us
19 wouldn't be here, a lot of us wouldn't expect to come in
20 the front door of any building. There's been a lot of
21 change, but there has to be more and that's what our
22 recommendations will be aimed at.

23 We have to be able to walk in the door, any
24 door of any building we want to, with our heads held high.
25 Pardon me, I have to laugh, and maybe it's not appropriate

1 and I apologize if I've offended anyone, but I can remember
2 so clearly being stopped once for going in the front door
3 of a building. I've never forgotten that. Sometimes, as a
4 friend of mine said, the best revenge is living well and I
5 walked in the front door here.

6 So, more change has to happen, but I'm
7 grateful for the change that has. I'm grateful to all the
8 grandmothers and mothers who have come before us and
9 demanded that change so I could walk in the front door and
10 so could the rest of us. Let's move forward in a good way,
11 be true to ourselves and understand the importance of
12 listening with open minds and open hearts.

13 So, enough of me. Commissioner Eyolfson.

14 (APPLAUSE)

15 **COMMISSIONER BRIAN EYOLFSON:** Thank you,
16 Marion. Good morning, everyone. It's a pleasure to be
17 here with you this morning. I want to say thank you for
18 the welcome onto the Treaty 4 territory, and I would like
19 to recognize all the nations whose homeland we are on and
20 say thank you for having us here on your beautiful land and
21 traditional territories.

22 I'd also like to thank all of our respected
23 elders, our grandmothers who are with us, our members of
24 the National Family Advisory Circle who are with us this
25 week as well. And, of course all of our honoured witnesses

1 this week who are here to share their knowledge and
2 expertise with us. Thank you for being here. I also want
3 to acknowledge the pipe carriers for starting us this
4 morning with a beautiful ceremony and say thank you for all
5 the prayers we had this morning, and for the words of Chief
6 Day Walker-Pelletier and Vice Chief Bear. Thank you very
7 much.

8 As many of you know, as commissioners, we've
9 been travelling and busy over the last year or so,
10 receiving lots of testimony from family members and
11 survivors. Family members and survivors have participated
12 in both hearings and statement gathering events, and their
13 stories have been heard of strength, courage, resilience,
14 determination, as well as loss and pain. I want to say
15 thank you for the gift of those truths and I want to
16 acknowledge all the family members and survivors who are
17 here with us today.

18 So, those truths, often difficult, that we
19 have heard have shone a light on many of the challenges
20 facing us as Indigenous people in Canada today, and I think
21 I've also highlighted the importance of the work that we
22 are all doing here together through the National Inquiry
23 process. And, as commissioners, we have also heard from
24 many experts, witnesses and those with lived experiences,
25 who provide important services to Indigenous people and

1 communities. We've heard about areas like health including
2 mental health services, child welfare, emergency shelters
3 and health services, child welfare, emergency shelters,
4 and victim services. And the testimony of those
5 individuals, along with the testimony provided by other
6 academics and legal subject matter experts, has helped us
7 understand how colonization, the violation of the human
8 rights of Indigenous Peoples, the existence of overt and
9 systemic racism in many of our public institutions has
10 affected Indigenous Peoples in Canada for generations. And
11 all these contributions have helped also to lay the
12 foundation for the systemic changes that are needed in our
13 country in order for Indigenous women and girls and trans
14 and two-spirited people to live safely.

15 So over the next few days we will hear from
16 12 witnesses who will share their knowledge about police
17 policies and practices. And their evidence will form one
18 more piece of the puzzle that will help us shape
19 recommendations and solutions that we put forward in our
20 final report. Recommendations that will help end the
21 violence against Indigenous women, girls, and trans and
22 two-spirit people. This is important and historic work and
23 I'm proud to be a part of it. Together we will hear the
24 truth, we'll learn from the truth, and be a part of this
25 journey together.

1 Thank you, Merci, Meegwetch.

2 (Applause)

3 **MR. VERN BELLEGARDE:** Thank you very much
4 Commissioner. We'll call on Commissioner Robinson.

5 **COMMISSIONER ROBINSON:** (Speaking in
6 Inuktitut)

7 I would like to begin by acknowledging and
8 thanking the peoples of Treaty 4 for welcoming us and
9 having the National Inquiry's hearing on policing practices
10 here in Regina. I think this is a significant place to be
11 for this discussion.

12 I want to thank our Elders, Louise, for
13 lighting the kudlik and giving us warmth and light for the
14 week. Members of the National Family Advisory Circle who
15 have come and who I know will guide and teach us throughout
16 the week, and I thank you and I look forward to that.
17 Families and survivors who are here to bear witness, I
18 welcome you and I thank you for being here. Parties with
19 standing, and the general public who are here to observe
20 and to learn.

21 It's going to be a very important week.
22 This is a topic that I know for many families is a long
23 time coming. It's fundamental that we have this discussion
24 and it's really important that we hear about recruiting,
25 training of police officers. How relationships are

1 fostered with communities, First Nations and Indigenous
2 communities, as well as families and survivors. It's also
3 important that we understand how cases of missing and
4 murdered Indigenous women, girls, trans, and two-spirited
5 are handled and perhaps how they can be handled better, the
6 policies and practices around this work.

7 We're going to be hearing from police forces
8 at the national level, the provincial, territorial level,
9 municipal, as well as Indigenous police forces. All these
10 organizations play a role in making communities safe and I
11 look forward to hearing what you have to say. I want to
12 thank the leadership who's come forward and shared with us,
13 particularly Chief Day Walker, the foundations and the
14 principles of treaty, and Elder Dumont, the principles and
15 teachings of the strawberry.

16 I want to ask all the witnesses who are
17 going to be coming and sharing, and testifying this week,
18 to do so with those principles in mind and in your heart.
19 It's fundamental that there be honesty, truth, and that you
20 wear your seeds, your heart, and your mind, on the outside,
21 because that is what's needed for there to be change.
22 We've heard enough from previous reports, and from families
23 and survivors across the country as well as the parties
24 with standing in this room, that the status quo is not
25 longer acceptable. The tidal wave of truth and change is

1 coming and we all must play our role and our part in this.
2 And I acknowledge and raise my hands to those witnesses who
3 are coming forward and playing your role in it this week.
4 It's important and I thank you for this.

5 Before I finish, I want to acknowledge a
6 special person who many of us wear on our chests this week.
7 In our community hearings in Membertou, I got to meet Aggie
8 Gould, whose introduction involved her trying to marry me
9 off to one of her brothers. She didn't even know I was one
10 of the Commissioners. Anyway, she's taking care of her
11 family always. Agnes shared with us the 25-year struggle
12 to find the truth of what happened to their sister
13 Virginia, who went missing in New England over 25 years
14 ago, as I indicated.

15 Agnes even after 25 years of pain, questions
16 and sorrow, brought light into that room, truth, knowledge,
17 and wisdom that has guided me since those days that I met
18 her, and I'm honoured to wear her remembrance of her sister
19 and all the murdered and missing and the survivors, women,
20 girls, trans, and two-spirited, on my chest. And I see
21 many of those pins in this room today. So I wanted to take
22 this opportunity to acknowledge Agnes and her family, those
23 that are missing her, and just think of her on her journey.

24 Nakurmiik, thank you. Tansi.

25 **COMMISSIONER MICHÈLE AUDETTE:** I was looking

1 for the super master the ceremony. I found you. (Langue
2 innue parlée) C'est une journée très importante.

3 I want to say to my colleagues, thank you
4 for recognizing the people from this land. The people that
5 are welcoming us. And I would like to add that we have
6 amazing people in this room also that maybe are not sitting
7 at the front, but made sure that the voice of their loved
8 ones, or the story of their loved one, can be heard
9 everywhere they go. And we have some family members here
10 and survivors.

11 You don't have to, but you know me, it's
12 very important that I see you, so I can acknowledge you.
13 That my colleagues can acknowledge you, if you want to
14 stand up. We have beautiful women here, Dianne, Maggie,
15 you two, you're here, and so many of you. I see your
16 spirit standing up, it's okay. But don't forget this,
17 you're part of this circle. And the circle is made up by
18 amazing women, strong women, strong men too. We have quite
19 a few of them. But it's important, very important. So
20 thank you for acknowledging all the people again, my dear
21 colleagues.

22 But again, why we do this, why we wake up,
23 why we were wondering if we still continue doing this, it's
24 because of you. Because of our nieces, mothers, sisters,
25 grandmothers, and some of us, it's because of our sons, and

1 because we have love for people. I do.

2 C'est pourquoi la regrettable décision du
3 gouvernement fédéral de refuser 24 mois aux commissaires a
4 été très difficile pour moi, très difficile à digérer.
5 Cette décision limite la capacité de l'enquête à aller au
6 fond des choses, à découvrir la vérité sur les causes
7 systémiques de violence et restreint le soutien aux
8 familles, aux survivantes et, surtout, à la collecte de
9 preuves.

10 La déception est toujours présente : ça
11 serait de vous mentir que dire que oui, tout va bien
12 aujourd'hui pour moi. Mais mon engagement envers les
13 familles qui nous écoutent en français aujourd'hui, envers
14 les survivantes qui m'entendent aujourd'hui, est de plus en
15 plus fort et toujours présent.

16 Thank you for the families who took the time
17 over the years, and of course during this journey with the
18 National Inquiry to share your truth. Thank you for those
19 who took the courage who wished to share their truth with
20 us, with the National Inquiry and with Canada. This is a
21 sacred responsibility. And, this morning during the prayer
22 and the ceremony, it was very, very important for me to
23 share because it's stressful for me to that pipe. You're
24 in my prayer.

25 And, why we're doing this, I explained in

1 French; why I wake up, I explained in French; and my
2 frustration. But, I think you deserve to understand in
3 English where I'm coming from.

4 As you know, for me, the Government of
5 Canada, this decision of giving us six months is a very
6 regrettable decision. First of all, because it denied the
7 full extension that we asked, we collectively with many
8 people. Some disagreed, and that's the beauty of
9 democracy. Some agreed that we will present 24 months.
10 Not for us, unchangeable. But, for the truth, to honour
11 the truth and to give life to the truth to the families.
12 It limits, for me and my colleagues, the ability of the
13 National Inquiry to go deep to those root causes. Many of
14 us live every day those root causes, but the government or
15 governments, including provinces and territories, don't
16 live what we're living every day.

17 So, it was, for me, to uncover the truth
18 about the systemic causes of violence, and support the
19 families and the survivors. I won't lie to you, this
20 disappointment is still there and remains, but the beauty
21 is, over the two weeks, the love, the encouragement, not
22 for me, but for the work we do was so powerful, so
23 important that my love for this is greater. It's bigger.
24 Yes, very big.

25 And, this week, we will hear, and that's my

1 biggest expectation, very high, very important, that we
2 will hear on police policies and practices. Some of us, it
3 didn't go well at all. Some of us did. But, many people
4 are watching right now, are listening, are following, and
5 you have an opportunity here today to show that you want to
6 do things differently, you want to do things better for our
7 nieces, grandmothers, mothers, sisters, granddaughters.

8 We've heard through the 15 community
9 hearings that there is a double standard when it's
10 regarding the relationship with the police and our women.
11 The women said it, we've heard it, we read it, we watch it
12 and, still, we have to honour those 1,200 women who took
13 the courage, and men also, to tell us. Some of them said,
14 "There's double standards because I'm Indigenous, because
15 I'm a woman, why am I treated differently?"

16 We also heard that the police officers are
17 not aware about our Indigenous cultures, tradition, our way
18 of doing things. We've heard also that not all the police
19 are that bad. I'm quoting some members. And, even last
20 night, I received a message from a family member, "Michèle,
21 there's few of them and you have to acknowledge that they
22 were able to find the answer for my daughters," or my
23 sisters. And, one man is in this room. It happened he'll
24 be a witness, so we'll make sure we remind him with love
25 that his work helped a family. Can you imagine if we were

1 all doing this? Many of us weren't suffered the same way.

2 Public safety and police officers need to be
3 part of the solution, as a feminist, as a mother of five
4 children with two daughters and three sons, I always tell
5 my son, "You're part of the solution." Same thing with the
6 police, same thing with you, you are part of the solution.
7 We are a tool right now to tell the federal government and
8 every government to say, "What's missing in your
9 department? What's wrong? What can we improve?" Tell us,
10 or we will ask.

11 So, I'm anxious to hear from you. And, to
12 conclude, please make sure that what you say is the truth.
13 And, I want to say, again, thank you for the families that
14 came here today. Thank you.

15 (APPLAUSE)

16 **MR. VERN BELLEGARDE:** Let's hear another
17 round of applause for our four Commissioners.

18 (APPLAUSE)

19 **MR. VERN BELLEGARDE:** I knew one good
20 policeman.

21 (LAUGHTER)

22 **MR. VERN BELLEGARDE:** He's my first cousin,
23 Brian. I've spent a lot of time with police. I was a
24 special constable at one point. I've learned to respect
25 the work they do. It's tough, not easy. Decisions have to

1 be made in an instant a lot of times, and I really respect
2 the integrity of the force. Thank you very much, RCMP and
3 our local police.

4 (APPLAUSE)

5 **MR. VERN BELLEGARDE:** We have gifts from the
6 National Inquiry. Grandmother Bernie Poitras.

7 **GRANDMOTHER BERNIE POITRAS:** Easy now. They
8 should keep the short jokes at the beginning, not the end.
9 I want to say Haw'aa again. My name is Gul Kitt Jaad,
10 which means Golden Spruce Woman, and my hereditary chief's
11 name is Daas Gay (phonetic), Chief of Two Villages. I'd
12 like to say Haw'aa to the people in this beautiful
13 territory that I have spent many times here when we did the
14 Walk Across Canada. We walked across Canada seven times
15 from Vancouver to Ottawa, so this was one of our home base
16 here that we were so welcomed here, believe it or not, by
17 the Saskatchewan Rough Riders hosted us a couple of times
18 here. So, we're very honoured to had have breakfast with
19 them a couple of times and that.

20 But, to the grandmothers and to the elders,
21 I want to say Haw'aa to you. And, to the spiritual people,
22 Haw'aa again. But, mainly, to the family members and the
23 survivors and the ones that are still searching for their
24 loved ones and that. And, I also want to acknowledge on
25 behalf of the Commissioners, it just happened outside of

1 the Thompson Okanagan just a couple of weeks ago, actually
2 over a week ago, thank you to our sister, Erica, for
3 keeping us in the loop, and while the search was on for --
4 I've just lost my train of thought right now. Our loved
5 one. I don't know if it's Lavalley (ph) or Lavallee that
6 was -- her body was found outside of Barriere in BC by
7 Kamloops (indiscernible). I believe that she will be
8 buried tomorrow, and so our prayers go out to the families
9 in that too.

10 In my culture as a hereditary chief woman
11 there, I get to potlatch, as I said, in August this year.
12 The greatest gift that we give is the gift of copper, and I
13 would like to invite the four commissioners up to
14 acknowledge the elders in this territory.

15 (PRESENTATION OF GIFTS)

16 We'd like to invite our elder, Cheryl
17 Little-tent, if she's here. I think a lot of the elders
18 are -- oh, she's right here. They were in the elders room.
19 And, I'd like to invite our elder, Doug PeeAce, I'd like to
20 invite our elder, Bernard Jack. It was reversed.
21 Reversed. Reversed. Yes, that came from him. And, our
22 elder, Joanne Jack. And then our elder -- well, hang onto
23 the piece until we see Joanne. Our elder, Larry Oaks.
24 We'll just hang onto his too. We'd also like to
25 acknowledge our NFAC family, Pamela and Darlene Osborne, if

1 they would be so kind to come up. And, the commissioners
2 would also like to acknowledge Vern Bellegarde too. And,
3 that concludes...

4 **MR. VERN BELLEGARDE:** Okay. That's it.
5 Conference over. Thank you very much. I really appreciate
6 that. We're going to take our break. If you can't do your
7 break in 15 minutes, you're sick. So, we're going to take
8 a 15 minute break. There is goodies in the hall I believe,
9 and coffee and drinks. So, we'll see you in 15 minutes.

10 --- Upon recessing at 9:30 a.m.

11 --- Upon resuming at 9:51 a.m.

12 **MR. VERN BELLEGARDE:** Okay. We've had our
13 break. I would like to call on Commissioner Brenda ---

14 **MS. CHRISTA BIG CANOE:** Yes.

15 **MR. VERN BELLEGARDE:** --- you'll take her
16 away.

17 **MS. CHRISTA BIG CANOE:** Actually, we'll have
18 some preliminary stuff first and then the witness will be
19 sworn in and called.

20 Chief Commissioner, Commissioners, (speaking
21 in Anishinaabe language). Treaty 4, Métis of the region.
22 I'm Christa Big Canoe, I'm the Commission Counsel that will
23 be leading today's panel and calling evidence.

24 Today, we are anticipating hearing from four
25 witnesses and what we are proposing to do is have the first

1 two witnesses actually have their evidence led through
2 their counsel, and this is with the consent of Commission
3 Counsel and with our permission. And so, we ask just for
4 the purposes of the record to acknowledge that counsel will
5 be leading their own witnesses. In particular, Ms. Anne
6 Turley will be leading our first witness, Commissioner
7 Brenda Lucki.

8 And, just before we start, I did want to
9 make two housekeeping reminders. We have still a couple --
10 a few of the parties with standing that have not drawn
11 their number. Can you please make sure you do so for the
12 purposes of cross-examination? And, for today's
13 testimonies and for the rest of the week, the examinations
14 in-chief will also be set on the clock, so when I -- after
15 I introduce Ms. Turley, once she begins, the Commissioner
16 will have 70 minutes in examination-in-chief.

17 And so, at this point, I would like to
18 introduce and welcome Ms. Anne Turley to call evidence of
19 Commissioner Lucki.

20 **MS. ANNE TURLEY:** Thank you. Before we
21 begin, I would like to acknowledge the land of Treaty 4 and
22 the traditional territory of the Cree, the Saulteau,
23 Assiniboine and Métis people, and thank everyone for the
24 opening ceremonies this morning. Commissioner Brenda Lucki
25 is going to be sworn in.

1 **MR. BRYAN ZANDBERG:** Good morning,
2 Commissioner Lucki. If you could take the Bible in your
3 hand? Commissioner Brenda Lucki, do you swear to tell the
4 truth, the whole truth, and nothing but the truth so help
5 you God?

6 **COMMISSIONER BRENDA LUCKI:** I do.

7 **COMMISSIONER BRENDA LUCKI, Sworn:**

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

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

10 **MS. ANNE TURLEY:** Good morning, Commissioner
11 Lucki.

12 **COMMISSIONER BRENDA LUCKI:** Good morning.

13 **MS. ANNE TURLEY:** Before giving your
14 evidence today, Commissioner Lucki, I understand that you
15 wish to make a few opening remarks before I start asking
16 you questions?

17 **COMMISSIONER BRENDA LUCKI:** Yes, that's
18 correct. First and foremost, thank you so much for having
19 me here today. I have to say as the new RCMP Commissioner,
20 I am humbled and inspired by the many strong women leaders
21 going forth in my journey, so it's very humbling. I would
22 like to also acknowledge that we're gathered on Treaty 4
23 and the traditional territory of the Cree, Saulteau,
24 Assiniboine and the Métis peoples.

25 These hearings have provided families with

1 an opportunity to tell their truths, and I am listening,
2 and I will continue to listen throughout my tenure as the
3 Commissioner. This week, the National Inquiry is hearing
4 from the police for the first time. I want to take this
5 opportunity to acknowledge the families of missing and
6 murdered Indigenous women and girls. Thank you so much for
7 having the courage to speak up about the injustices you
8 have experienced and the times that you felt disrespected,
9 ignored or neglected by the RCMP.

10 On behalf of myself and my organization, I
11 am truly sorry for the loss of your loved ones and the pain
12 this has caused you, your families and your communities.
13 I'm sorry that, for too many of you, the RCMP was not the
14 police service that it needed to be during this terrible
15 time in your life. It is very clear to me that the RCMP
16 could have done better, and I promise to you we will do
17 better. You are entitled to nothing less than our best
18 work in your communities. I believe it's never too late to
19 do the right thing, and I want this apology to be just one
20 more step in the RCMP's commitment to reconciliation.

21 Although we're not the only solution to the
22 issues of violence against Indigenous women, girls, the
23 two-spirited, LGBTQ community, we know we have a large role
24 to play when it comes to preventing this violence and
25 bringing perpetrators to justice. So, I look forward to

1 providing some insight into the recruiting and retention,
2 training and development, and policing to our Indigenous
3 communities. Thank you.

4 **MS. ANNE TURLEY:** Thank you for your
5 remarks, Commissioner. I'm sure that everyone appreciates
6 hearing from you in your new role. We're going to start
7 off with some background. You were appointed as a
8 Commissioner of the RCMP in March of this year?

9 **COMMISSIONER BRENDA LUCKI:** Yes, I was.

10 **MS. ANNE TURLEY:** And, you took office in
11 April of this year?

12 **COMMISSIONER BRENDA LUCKI:** Yes.

13 **MS. ANNE TURLEY:** And, you are the 24th RCMP
14 Commissioner?

15 **COMMISSIONER BRENDA LUCKI:** Yes, I am.

16 **MS. ANNE TURLEY:** And, in fact, you are the
17 first permanent female Commissioner of the RCMP?

18 **COMMISSIONER BRENDA LUCKI:** Yes.

19 **MS. ANNE TURLEY:** And, I understand you
20 joined the RCMP in 1986?

21 **COMMISSIONER BRENDA LUCKI:** Yes, I was 12.
22 No, I'm just kidding.

23 (LAUGHTER)

24 **MS. ANNE TURLEY:** And, during your career,
25 you have served in Québec, Ontario, Alberta, Manitoba and

1 Saskatchewan?

2 **COMMISSIONER BRENDA LUCKI:** Yes, I did.

3 **MS. ANNE TURLEY:** And, you have also served
4 at the RCMP Academy, which is called Depot in Regina?

5 **COMMISSIONER BRENDA LUCKI:** Yes, I did.

6 **MS. ANNE TURLEY:** And, you also had two
7 international peacekeeping missions in the former
8 Yugoslavia?

9 **COMMISSIONER BRENDA LUCKI:** Yes.

10 **MS. ANNE TURLEY:** I just want to highlight a
11 few of your recent positions in terms of operational
12 policing. From 2009 to 2012, you were District Commander
13 in Thompson, Manitoba?

14 **COMMISSIONER BRENDA LUCKI:** Yes, I was.

15 **MS. ANNE TURLEY:** And, from 2012 to 2016,
16 you were District Commander in Grand Prairie, Alberta?

17 **COMMISSIONER BRENDA LUCKI:** Yes.

18 **MS. ANNE TURLEY:** And, in 2016, you were
19 named the Commanding Officer of the RCMP Academy in Regina?

20 **COMMISSIONER BRENDA LUCKI:** Yes.

21 **MS. ANNE TURLEY:** And, prior to that, you
22 had actually been an instructor at Depot from 1996 to 1999?

23 **COMMISSIONER BRENDA LUCKI:** Yes, I was.

24 **MS. ANNE TURLEY:** Commissioner Lucki, if I
25 can have you look at Tab 1 of the book of documents in

1 front of you? Is this your recent biography?

2 **COMMISSIONER BRENDA LUCKI:** Yes, it is.

3 **MS. ANNE TURLEY:** Chief Commissioner, I
4 would ask that the biography of Commissioner Brenda Lucki
5 be admitted as the first exhibit for the hearings this
6 week.

7 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
8 1, please.

9 --- **EXHIBIT 1:**

10 Biography of Brenda Lucki, Commissioner
11 (two pages)
12 Witness: Brenda Lucki, Commissioner,
13 Royal Canadian Mounted Police
14 Submitted by Anne Turley, Counsel for
15 Government of Canada

16 **MS. ANNE TURLEY:** Thank you. If I could
17 have you turn, Commissioner Lucki, to Tab 2 of the book?
18 This is a document entitled, "Overview of the Testimony of
19 Commissioner Brenda Lucki". Have you reviewed this
20 overview?

21 **COMMISSIONER BRENDA LUCKI:** Yes, I have.

22 **MS. ANNE TURLEY:** And, does it accurately
23 reflect what the RCMP is doing in terms of policing in
24 Indigenous communities ---

25 **COMMISSIONER BRENDA LUCKI:** Yes.

1 **MS. ANNE TURLEY:** --- recruitment and
2 retention, and training and development?

3 **COMMISSIONER BRENDA LUCKI:** Yes, it does
4 reflect that.

5 **MS. ANNE TURLEY:** And, are you going to
6 speak to these issues here today?

7 **COMMISSIONER BRENDA LUCKI:** Yes, I am.

8 **MS. ANNE TURLEY:** Chief Commissioner, I
9 would ask that this overview be admitted as the next
10 exhibit.

11 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
12 2, please.

13 **--- EXHIBIT 2:**

14 Overview of the testimony of
15 Commissioner Brenda Lucki (22 pages)
16 Witness: Brenda Lucki, Commissioner,
17 Royal Canadian Mounted Police
18 Submitted by Anne Turley, Counsel for
19 Government of Canada

20 **MS. ANNE TURLEY:** Commissioner Lucki, we're
21 going to speak, first, about the delivery of policing
22 services generally in Indigenous communities. Can you
23 explain to the Commissioners, briefly, the role and mandate
24 of the RCMP?

25 **COMMISSIONER BRENDA LUCKI:** Yes. The RCMP

1 is Canada's national police force. It's very multifaceted.
2 Our roles include preventing and investigating crime,
3 maintaining peace and order, enforcing laws, contributing
4 to national security, ensuring the safety of state
5 officials, visiting officials, foreign missions, and
6 providing operational support services to other police
7 forces and law enforcement agencies within Canada and
8 abroad.

9 We're national, we're federal, we're
10 provincial, we're municipal, and we have services under
11 contracts to three territories, eight provinces. All the
12 provinces except Ontario and Québec. More than 150
13 municipalities, as well as over 600 Indigenous communities
14 and three international airports.

15 **COMMISSIONER BRENDA LUCKI:** Now, I
16 understand that the RCMP has five strategic priorities, one
17 of them being Indigenous communities. Can you briefly
18 speak to that priority?

19 **COMMISSIONER BRENDA LUCKI:** Specifically in
20 regards to Indigenous communities, it's about contributing
21 to safer and healthier Indigenous communities and working
22 collaboratively with those communities to ensure that
23 safety.

24 **MS. ANNE TURLEY:** And, if I can have you
25 turn, Commissioner Lucki, to Tab 3 of your book of

1 documents? This is a document entitled, "The
2 Commissioner's Mandate Letter". Can you explain what this
3 is?

4 **COMMISSIONER BRENDA LUCKI:** Well, first and
5 foremost, it is the first of its kind. I am the first
6 Commissioner of the RCMP to have a mandate letter from the
7 government, and I find it a very positive step, because it
8 outlines not only the expectations of me as the leader of
9 my organization, but as well it outlines the support from
10 the government to ensure that we fulfil our mandate.

11 **MS. ANNE TURLEY:** In terms of the strategic
12 priority of Indigenous communities, what does this mandate
13 provide to you?

14 **COMMISSIONER BRENDA LUCKI:** It talks about
15 Indigenous communities in two different areas. First,
16 about enhancing our role and in reconciliation with
17 Indigenous people, and bolstering the efficacy, the
18 credibility and the trust upon which the RCMP's authority
19 depends. And, it also talks about renewed nation to nation
20 relationships with Indigenous people based on the
21 recognition of rights, respect, cooperation and partnership
22 given the current and historical experiences of Indigenous
23 Canadians with policing and the justice system.

24 **MS. ANNE TURLEY:** So, this letter, it's fair
25 to say, sets out the expectations of the government what

1 you are to do in your role as head of the organization?

2 **COMMISSIONER BRENDA LUCKI:** Absolutely.

3 **MS. ANNE TURLEY:** Chief Commissioner, I
4 would ask that the commissioner's mandate letter be marked
5 as the next exhibit.

6 **CHIEF COMMISSIONER MARION BULLER:**

7 Exhibit 3, please.

8 --- **EXHIBIT 3:**

9 Commissioner Mandate Letter addressed
10 to Brenda Lucki by The Honourable Ralph
11 Goodale, date modified 2018-05-07
12 (three pages)
13 Witness: Brenda Lucki, Commissioner,
14 Royal Canadian Mounted Police
15 Submitted by Anne Turley, Counsel for
16 Government of Canada

17 **MS. ANNE TURLEY:** In the overview of your
18 evidence, Commissioner Lucki, it speaks about bias-free
19 policing. Can you explain briefly what this is in terms of
20 the RCMP in its delivery of police services as well as an
21 employer?

22 **COMMISSIONER BRENDA LUCKI:** Basically, it is
23 a fundamental principle that governs the delivery of our
24 services and employment practices to ensure that we provide
25 the equitable policing services to all people while

1 respecting diversity without abusing our authority
2 regardless of race, colour, religion, gender/sexual
3 orientation, age, mental/physical ability, citizenship.

4 **MS. ANNE TURLEY:** And in terms of employment
5 practices, what -- how does bias-free policing as a
6 principle apply?

7 **COMMISSIONER BRENDA LUCKI:** It must be
8 reflected in everything we do as far as our employer
9 relationships go, in our recruiting processes, our hiring
10 processes, our cadet field training and our in-service
11 training, and it must be reflected in all of that.

12 **MS. ANNE TURLEY:** If I can have you turn,
13 Commissioner Lucki, to Tab 4 of the Book of Documents. Can
14 you explain to the commissioners what this document is?

15 **COMMISSIONER BRENDA LUCKI:** This is our -- a
16 portion of our Operational Manual, specifically in regards
17 to bias-free policing and the need to provide that
18 equitable policing services.

19 **MS. ANNE TURLEY:** Chief Commissioner, I
20 would ask that the chapter of the Operational Manual
21 entitled, Bias-Free Policing, be admitted as the next
22 exhibit.

23 **CHIEF COMMISSIONER MARION BULLER** Exhibit 4,
24 please.

25 --- **EXHIBIT 4:**

1 RCMP Operational Manual Chapter 38.2
2 "Bias-Free Policing," amended 2011-09-
3 28 (two pages)
4 Witness: Brenda Lucki, Commissioner,
5 Royal Canadian Mounted Police
6 Submitted by Anne Turley, Counsel for
7 Government of Canada

8 **MS. ANNE TURLEY:** Chief Commissioner, we're
9 going to turn now to the RCMP organizational structure.
10 And at this time, I would ask the tech team to put up on
11 the screen the map of the country that we provided. We'll
12 be referring to that in a minute.

13 But with respect to the organizational
14 structure, you are the chief of the organization, so to
15 speak, who reports to you?

16 **COMMISSIONER BRENDA LUCKI:** Well, there's
17 several reports, but of note are the deputy commissioners
18 of the RCMP for each operational business line. We have
19 federal policing, specialized policing services and
20 contract in Aboriginal policing. We also have a deputy
21 commissioner, or a civilian equivalent for our human
22 resources, as well as strategic policy and planning and our
23 finance area. There is also two deputy commissioners who
24 are in charge of specifically the policing in the Provinces
25 of B.C. and Alberta that also report to me, as well as

1 every commanding officer across the country, regardless of
2 their rank.

3 **MS. ANNE TURLEY:** Now, I know -- you can see
4 it now -- there's a map that's on the screen behind the
5 commissioners and it has a -- it's a map of Canada with
6 letters in different provinces and territories. Can you
7 explain what that is?

8 **COMMISSIONER BRENDA LUCKI:** Well, each
9 letter -- and trust me, there's no rhyme or reason to the
10 letters; they don't represent the first letter of the
11 province or anything like that, it goes back to the March
12 West -- and they're each representing a province in which
13 we police, and there's three -- you'll see three small
14 subtitles. One represents the Depot Division, which is the
15 RCMP Training Academy in Regina as well as our National
16 Headquarters Division and the National Division, which are
17 both located in Ottawa.

18 **MS. ANNE TURLEY:** And in each of the
19 provinces or territories you spoke about commanding
20 officers. And how are the offices in the provinces and
21 territories organized?

22 **COMMISSIONER BRENDA LUCKI:** Well, each
23 commanding officer is responsible for the contract policing
24 or the frontline policing, as well as there is federal
25 elements to federal policing in each of the provinces, as

1 well as all the support services supporting frontline
2 policing.

3 All of the people located in the province,
4 all the employees report directly through various business
5 lines to the commanding officer.

6 **MS. ANNE TURLEY:** Now, you spoke about the
7 different business lines, and one of them being contract in
8 Aboriginal policing. Can you explain how that it is
9 organized from a national perspective?

10 **COMMISSIONER BRENDA LUCKI:** In Ottawa, we
11 have contract in Aboriginal policing, which is essentially
12 our policy centre for frontline policing. The RCMP polices
13 through the services to approximately -- at approximately
14 700 detachments across the country, which represents
15 approximately 65 percent of our policing operational
16 workforce.

17 They -- through the contract and federal
18 policing presence, we maintain our policing delivery
19 service. And the contract in Aboriginal policing in Ottawa
20 is the policy centre, which in fact would standardize our
21 policing approach while appreciating the uniqueness of each
22 province in giving the flexibility to delivery unique
23 police services unique to that province.

24 **MS. ANNE TURLEY:** Now, you spoke about
25 police service agreements. Can you explain how the RCMP

1 contracts with the province or territory and whether the
2 RCMP is a signatory to those contracts?

3 **COMMISSIONER BRENDA LUCKI:** No. The RCMP
4 contracts policing services to jurisdictions under the
5 Police Services Agreement. The agreements are between the
6 Public Safety Canada and the province or territory and the
7 municipalities. The RCMP is the service provider but not a
8 signatory to those agreements. The agreements are for
9 20 years, and we started our last agreement in 2012 until
10 2032.

11 **MS. ANNE TURLEY:** We're going to turn now to
12 discussing limited duration in isolated posts. Can you
13 explain to the commissioners where these posts would be
14 located in the country?

15 **COMMISSIONER BRENDA LUCKI:** These posts are
16 located all across the country. Many people think they're
17 mostly in the territories, but we actually in most of the
18 provinces in the northern areas there is limited and --
19 limited duration and isolated posts.

20 And as a broad definition, limited duration
21 can be two, three or four -- two to five years; mostly two,
22 three and four years. Isolated posts mostly are defined by
23 places without a road where you might have to get there by
24 plane and do your policing through hovercraft, snowmobile,
25 boat or helicopter/plane.

1 **MS. ANNE TURLEY:** Now, you talked about the
2 tenure of the posts being two, three, four or maybe five
3 years. Why are they time limited in that fashion?

4 **COMMISSIONER BRENDA LUCKI:** They're
5 established through Treasury Board by assessing a number of
6 factors. We look at things such as the actual location,
7 access by means of the way you travel to those locations,
8 the population of the community, the post size or the
9 amount -- number of members at that community, the lack of
10 amenities, educational facilities, health facilities and
11 generally the quality of life that each community is -- has
12 provided.

13 We rotate -- people aren't there for -- like
14 we don't take an entire detachment and put them there and
15 then take the entire detachment and take them out. It's
16 cyclical and they overlap quite a bit. They can ask for a
17 request to extend, and that is done through our health
18 services to make sure that they're healthy and happy
19 members, mentally and physically fit to do the job in those
20 communities.

21 **MS. ANNE TURLEY:** Now, in terms of the
22 communities themselves, a two, three, four, five year
23 posting may seem short. What does the RCMP do in terms of
24 the communities to make sure it doesn't have a negative
25 effect on them?

1 **COMMISSIONER BRENDA LUCKI:** Well, there are
2 both positive and negatives. And I think from a community
3 perspective, I think sometimes it's viewed as negative
4 because they get used to a certain policing service by
5 certain members, and then when those members leave it's
6 tough on the communities.

7 But I think too the positives are that with
8 each member there is new policing practices brought to the
9 community, a renewed energy, new ideas that they bring with
10 them. So positive and negative are both, but I honestly
11 think having renewed energy in the community is always
12 good, especially people learn different things from
13 previous posting down south and then they can bring that to
14 that community to solve community issues.

15 There is also an impact on the members in
16 those communities. Sometimes, depending on where they're
17 children are in their schooling, they might leave their
18 families behind and police that community without their
19 families. So it's difficult as well, and that's the reason
20 sometimes spending two years is probably -- for that
21 particular member, might be enough because they miss their
22 families.

23 **MS. ANNE TURLEY:** You spoke earlier about
24 the collaboration and partnerships. Can you speak to and
25 address the importance as you see it of collaborating and

1 partnering when you are policing in Indigenous communities?

2 **COMMISSIONER BRENDA LUCKI:** Well,
3 collaboration and consultation is crucial, and it's built
4 into our planning cycle. We have what we call an annual
5 performance plan. Every detachment commander is
6 responsible for those plans. And as a district officer in
7 three different districts, it was my job to ensure that
8 those plans were completed.

9 The plan starts in April of each year but
10 consultation is done starting in January of the calendar
11 year. Consultation with partner agencies, elected
12 officials, schools, health services, social services, as
13 well as elders and internal consultation with members as
14 well. And, during that consultation phase, all the
15 information is taken together, and the detachment commander
16 with all the information that they are armed with will
17 develop possibly three to five priorities for that
18 community.

19 And, it's important, the consultation,
20 because what we may think is important in that community,
21 because we may look at statistics and decide something is
22 important, but we have consultation and the community will
23 tell us what's important to them and the impact on them.
24 So, we'll combine what's important to them and some of the
25 statistics, and we'll find that happy medium to develop and

1 plans for those priorities.

2 **MS. ANNE TURLEY:** Now, you were detachment
3 commander in both Thompson, Manitoba and in Grand Prairie,
4 Alberta, and in your roles in those communities, how did
5 you personally deal with collaborating, and partnering, and
6 making sure that you understood the needs of those
7 communities?

8 **COMMISSIONER BRENDA LUCKI:** For myself, I
9 worked as district officer in both Grand Prairie and
10 especially in Manitoba, when I arrived in northern
11 Manitoba. Even though I'm familiar with working with
12 Indigenous people in other provinces, every province is
13 different, every community is unique, and there were
14 advocacy groups that I worked side-by-side with. And, in
15 fact, I had one of the mentors who took me under his wing.
16 He worked for MKO in Thompson, Manitoba, and he took me
17 under his wing and any time I was going to a community or I
18 was going to talk with Indigenous leaders, I would sit with
19 him. He would provide me advice and guidance, and sort of
20 took me under his wing to make sure I didn't trip too many
21 times.

22 **MS. ANNE TURLEY:** In terms of advisory
23 committees, if we look at Tab 5 of the book of documents,
24 this is a document entitled, "Aboriginal Policing
25 Services", and this is another chapter of the RCMP's

1 operational manual?

2 **COMMISSIONER BRENDA LUCKI:** Yes, it is.

3 **MS. ANNE TURLEY:** And, on page 2, it speaks
4 to the Commissioner's National Aboriginal Advisory
5 Committee. Can you explain what this committee is?

6 **COMMISSIONER BRENDA LUCKI:** The National
7 Aboriginal Advisory Committee was formed in 1990 to provide
8 the Commissioner strategic advice and cultural perspective
9 on matters pertaining to the delivery of policing services
10 in Indigenous communities. We meet bi-annually. In my new
11 role, I haven't yet had the great opportunity of doing
12 that.

13 There's approximately 13 members
14 representative of the provinces and territories across the
15 country, and they provide that advice. But, each province,
16 the commanding officer also has their own Aboriginal
17 advisory committees and members are selected from a cross-
18 section of across the province. And, I remember when I was
19 in Grand Prairie, we had three such members.

20 So, we would meet quite regularly, and I
21 relied on their wisdom and their knowledge of the area, and
22 the four of us would travel down to Edmonton and meet with
23 the Commanding Officer with the other advisors, and the
24 advice we would provide there would also feed up to the
25 national committee so that we would have culturally-

1 sensitive policing services to those communities using that
2 strategic advice.

3 **MS. ANNE TURLEY:** And, those 13 members, do
4 they have a specific tenure?

5 **COMMISSIONER BRENDA LUCKI:** Yes. It's for a
6 period of four years.

7 **MS. ANNE TURLEY:** Chief Commissioner, I'm
8 going to ask that the chapter of the operational manual
9 entitled, "Aboriginal Policing Services" be marked as the
10 next exhibit?

11 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
12 5, please.

13 --- **EXHIBIT 5:**

14 RCMP Operational Manual Chapter 38.1
15 "Aboriginal Policing Services"
16 directive amended 2011-09-28 (six
17 pages)
18 Witness: Brenda Lucki, Commissioner,
19 Royal Canadian Mounted Police
20 Submitted by Anne Turley, Counsel for
21 Government of Canada

22 **COMMISSIONER BRENDA LUCKI:** I'd just like to
23 also point out in that policy the detachment commanders,
24 when they are working within Indigenous communities must
25 also have community-consultative groups, as pointed out in

1 that policy on the first page. I believe -- and the
2 commander will create that Aboriginal Community
3 consultative group and, again, those ideas would be fed
4 through to the commanding officer of that division so that
5 best practices are shared, as well as issues that aren't
6 working so well, so we can maybe draw on other groups to
7 help solve those issues.

8 **MS. ANNE TURLEY:** Now, I also understand,
9 and it's spoken about at page 9 of the overview, that a new
10 committee came about called the Circle of Change. Can you
11 explain to the Commissioners how this committee came about,
12 who it's composed of, and what their role is?

13 **COMMISSIONER BRENDA LUCKI:** This committee,
14 the Circle of Change, was created directly as a result and
15 in response -- in the spirit of reconciliation and in
16 response to the Truth and Reconciliation Commission of
17 Canada's call to action, and it was created, I believe, in
18 2015.

19 And, again, it provides advice and guidance
20 to the RCMP, but specifically on resources, policies,
21 training, police tools, communication to better enable the
22 RCMP to investigate, prevent and address violence against
23 Indigenous women and girls in those communities.

24 The Change members are Indigenous leaders,
25 subject matter experts in the areas of health, education or

1 social services, for example, and as well as advocates for
2 Indigenous people.

3 **MS. ANNE TURLEY:** And, I understand as well
4 that someone who has been part of this process, Elder
5 Barbara Dumont-Hill was part of that Circle of Change in
6 providing advice to the RCMP?

7 **COMMISSIONER BRENDA LUCKI:** Yes, and they've
8 done great work so far. An example would be the advice
9 they gave us specifically in regards to investigations with
10 missing and murdered Indigenous people, and including that
11 in a module of training I think that we'll talk about a
12 little later on.

13 **MS. ANNE TURLEY:** Now, in addition to these
14 committees we've already spoken about, the RCMP has
15 partnerships with national Indigenous organizations?

16 **COMMISSIONER BRENDA LUCKI:** Yes. There are
17 nine different national Indigenous organizations, NIOs, as
18 we call them, and they were established to, again, provide
19 the RCMP on advice with a cultural perspective on how the
20 RCMP programs and services can be improved to support
21 Indigenous people.

22 I've reached out -- since being named
23 Commissioner, I've reached out to all nine of the
24 committees. I've actually had a meeting with the National
25 Chief, Perry Bellegarde, with AFN to -- you know, I'm a new

1 commissioner, and I want to learn the expectations of these
2 various groups and how we can work better together.

3 **MS. ANNE TURLEY:** If I could have you turn
4 to Tab 6 of the book of documents in front of you? This is
5 a document entitled "Relationship Building Protocol". Can
6 you explain what this is?

7 **COMMISSIONER BRENDA LUCKI:** This is a
8 specific MOU that was drafted approximately two years ago
9 between the Assembly of First Nations and the Royal
10 Canadian Mounted Police with my predecessor, then
11 Commissioner Bob Paulson, and it talks about the purposes
12 of the protocol and some joint initiatives.

13 One of the ones I find very intriguing and
14 excited to move forward is working together on recruiting
15 more Indigenous people in the RCMP. We are going to work
16 with the Assembly First Nations. They have advisory
17 committees that we can work with to better recruit, to be
18 reflective of our communities. But, it basically talks
19 about the role of the Assembly and the role of the RCMP,
20 and how we'll work together.

21 **MS. ANNE TURLEY:** Thank you. Chief
22 Commissioner, I'm going to ask that the Relationship
23 Building Protocol between the AFN and the RCMP be admitted
24 as the next exhibit.

25 **CHIEF COMMISSIONER MARION BULLER:** Six,

1 please.

2 --- **EXHIBIT 6:**

3 Relationship Building Protocol between
4 the Assembly of First Nations and the
5 Royal Canadian Mounted Police signed
6 July 12, 2016 (one page)
7 Witness: Brenda Lucki, Commissioner,
8 Royal Canadian Mounted Police
9 Submitted by Anne Turley, Counsel for
10 Government of Canada

11 **MS. ANNE TURLEY:** Now, you've spoken about
12 how it's important when you're in different communities to
13 be responsive to them, and you've been both in Thompson,
14 Manitoba and Grand Prairie, Alberta. Can you give any
15 personal examples of any agreements that you brought into
16 those communities?

17 **COMMISSIONER BRENDA LUCKI:** Yes. What I do
18 find in any communities that we're dealing with is that
19 communication always seems to be at the root of many
20 issues, whether it's untimely, and we've talked about this
21 when it comes to this Inquiry specifically, but I found
22 when I was in northern Manitoba, given the limited duration
23 postings of two to five years and the tenure, often, of
24 chiefs in the community were two years, often the
25 detachment commander and the chief may have only had a year

1 together, and it's really hard to build a trusting
2 relationship in a year.

3 So, I thought of an idea that maybe we could
4 kick start that relationship. So, I brought in all the
5 chiefs and all the detachment commanders. We worked 2.5
6 days at a retreat or workshop so that we could define what
7 was important when we communicate, how we would communicate
8 and when we would communicate. All of the input was taken
9 and an independent facilitator took the information, came
10 back with a two-part document. One was symbolic. It was
11 how we would communicate with respect and professionalism,
12 and the second one was when we would communicate.

13 So, it was a huge pamphlet that the chief --
14 if the chief was new or the detachment commander was new,
15 they would sit together and decide what would happen when
16 there was a death in the community or what would happen
17 when there was a major event like a flood or a fire in the
18 community, or some tragic event, how would they communicate
19 that, who would they communicate it to, what events were
20 the elected officials expecting the RCMP to attend, how
21 they communicate both formally and informally, ride-alongs,
22 coffee, reporting back on the annual performance plans, and
23 just, sort of, kick starting that, so that they can do that
24 within the first month, and then they can build on that
25 trusting relationship so that they could actually roll up

1 their sleeves and work on things a lot quicker than they
2 were normally. So, it's been -- I think it was successful,
3 but you know, I was behind it, so I...

4 **MS. ANNE TURLEY:** Give yourself a pat on the
5 back.

6 **COMMISSIONER BRENDA LUCKI:** Yes.

7 **MS. ANNE TURLEY:** And, this was in 2009,
8 when you were in Thompson, Manitoba?

9 **COMMISSIONER BRENDA LUCKI:** Yes, I believe
10 we started it in 2010.

11 **MS. ANNE TURLEY:** And, after you left, do
12 you know whether this was continued?

13 **COMMISSIONER BRENDA LUCKI:** Yes, it was
14 continued, and they've told me that it's still continuing.
15 We have shared it with other provinces and they've
16 developed some similar regime, but I think it's a document
17 worth looking further into.

18 **MS. ANNE TURLEY:** I'm going to ask you to
19 look at the document at Tab 7 of the Book of Documents.
20 This is a document entitled, Working Together to End
21 Violence Against Indigenous Women and Girls National Scan
22 of RCMP Initiatives May 2017. Can you explain to the
23 Commissioners what this report is?

24 **COMMISSIONER BRENDA LUCKI:** Well, this
25 report is here to provide a summary of family violence and

1 violence prevention, MMIWG and related initiatives
2 conducted or participated in by the RCMP at the national,
3 divisional and detachment levels. It is basically an
4 inventory of the broad initiatives.

5 We have three broad categories,
6 investigations of our justice system, outreach and
7 prevention actions, and then specific initiatives with --
8 in regards to -- specifically for Indigenous women and
9 children who seek refuge from violence, and it's an
10 inventory of all the things that we're doing across the
11 country.

12 **MS. ANNE TURLEY:** Now, if I can get you to
13 look at ANNEX A at pages 33 to 34. When you talk about it
14 being an inventory, I think this is a good example that
15 gives you a quick glance across the country about what is
16 being done?

17 **COMMISSIONER BRENDA LUCKI:** Yes, it is.

18 **MS. ANNE TURLEY:** Chief Commissioner, I
19 would ask that the report entitled Working Together be
20 admitted as the next exhibit.

21 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
22 7, please.

23 --- **EXHIBIT 7:**

24 Report "Working Together to End
25 Violence against Indigenous Women and

1 Girls - National Scan of RCMP
2 Initiatives," May 2017, ISBN 978-0-660-
3 06095-8 (35 pages)
4 Witness: Brenda Lucki, Commissioner,
5 Royal Canadian Mounted Police
6 Submitted by Anne Turley, Counsel for
7 Government of Canada

8 **MS. ANNE TURLEY:** We're going to turn now,
9 Commissioner Lucki, to recruitment and retention. In terms
10 of the past fiscal year 2017/2018, can you give the
11 Commissioners a sense of, during that year. how many cadets
12 were enrolled at Depot?

13 **COMMISSIONER BRENDA LUCKI:** Yes. Well, over
14 that past year, we had almost 12,000 applicants that
15 applied to the RCMP, and in 2017/2018, we have what -- in
16 that year, we had 36 troops of 32 cadets which represents
17 1,152, but with attrition, because some are not successful,
18 we would have it close to 1,000 cadets graduating. This
19 past year, we actually upped the troop to 40 troops and we
20 plan to sustain that for the next few years in order to
21 meet the needs of the organization.

22 **MS. ANNE TURLEY:** And, in terms of numbers
23 or percentages, do you know how many of cadets are
24 Indigenous?

25 **COMMISSIONER BRENDA LUCKI:** Well, our

1 efforts increased for 2017/2018 to an increase of 3.9
2 percent, of which 3.1 of the cadets being Indigenous at
3 Depot.

4 **MS. ANNE TURLEY:** And, how many Indigenous
5 regular members of the RCMP and police officers are there?

6 **COMMISSIONER BRENDA LUCKI:** Well, with the
7 ones that have self-identified, there is close to 1,500 --
8 I think it's 1,495, that represent 7.8 percent of all
9 regular members. And, we also have the 3.9 percent of --
10 which is the civilian side, our civilian members which is
11 approximately 140. And then on the public servant side,
12 it's 5.9 percent, which is 428.

13 **MS. ANNE TURLEY:** Now, you just -- before
14 you were appointed the RCMP Commissioner, you were
15 commanding officer at Depot for a number of years?

16 **COMMISSIONER BRENDA LUCKI:** Yes.

17 **MS. ANNE TURLEY:** And, 20 years -- odd years
18 ago, you were an instructor there. In the 20 years --
19 intervening years when you went back to Depot, did you see
20 a change in demographics?

21 **COMMISSIONER BRENDA LUCKI:** Oh, my goodness.
22 I say it's like apples and rocks. It's not even the same
23 fruit family. In fact -- because it's -- when I was an
24 instructor, we did have a bit of diversity and we were
25 striving for a more diverse workforce, but as a commanding

1 officer, I really saw such a change.

2 And, you look at the troops now and they're
3 multi-diverse. You might not see it all the time either,
4 because you'll get to know the cadets and you'll get to
5 know the several languages spoken on base since we changed
6 the recruiting rules to allow for landed immigrants with
7 tenures in Canada to apply as opposed to being a Canadian
8 citizen has really opened up and obviously doing some
9 active recruiting helped as well.

10 **MS. ANNE TURLEY:** Can I have you look at Tab
11 8 of the Book of Documents? Can you explain to the
12 Commissioners what this report is?

13 **COMMISSIONER BRENDA LUCKI:** This report
14 details the various steps that the RCMP has taken to
15 develop a more inclusive workforce culture, including
16 changing its organizational and governance structures, and
17 providing programs and training to support the employees,
18 as well as ensuring open communication and engagement with
19 employees and with Canadians. We truly want to be
20 reflective of the communities that we serve.

21 **MS. ANNE TURLEY:** Chief Commissioner, I
22 would ask that this report entitled, The RCMP Members
23 Employment Equity Annual Report for the fiscal year
24 2016/2017 be admitted as the next exhibit.

25 **CHIEF COMMISSIONER MARION BULLER:** Exhibit

1 8, please.

2 --- **EXHIBIT 8:**

3 RCMP Members Employment Equity Annual
4 Report Fiscal Year 2016-2017, presented
5 to the Treasury Board of Canada
6 September 2017 (30 pages)
7 Witness: Brenda Lucki, Commissioner,
8 Royal Canadian Mounted Police
9 Submitted by Anne Turley, Counsel for
10 Government of Canada

11 **MS. ANNE TURLEY:** Commissioner Lucki, you
12 spoke about recruiting. Does the RCMP have members who
13 their main job is recruiting for the RCMP?

14 **COMMISSIONER BRENDA LUCKI:** Yes, we do have
15 active recruiters in each province, and we have recruiters
16 that represent Métis, Inuit and First Nations members.
17 And, we find that obviously the best recruiters we have in
18 the RCMP are the members themselves. They go out and they
19 -- if a person in the community or a youth can see
20 themselves in the person in the uniform, then we have a
21 good chance of snagging them for our police service.

22 **MS. ANNE TURLEY:** And, I understand you have
23 a recent personal story in that regard to share?

24 **COMMISSIONER BRENDA LUCKI:** Yes. When I was
25 a detachment commander in Southern Manitoba, I moved into a

1 small town. And, a young 6 year old girl came and saw me
2 when I came home in my uniform, and she looked in awe --
3 and I think I was a few pounds lighter too, so I looked
4 even better in my uniform than I do today. And, she could
5 see herself in me and she actually graduated June 11th of
6 this year, so I got to give her her badge, I got to swear
7 her in. So, it was, you know, full circle, and I think
8 it's such a -- for me, it was so powerful because I didn't
9 think anything of it at the time, but it was something that
10 I won't forget. So, I really encourage members of the
11 community and members of the RCMP to do those recruiting
12 drives.

13 **MS. ANNE TURLEY:** And, from when she was 6
14 years old until you gave her her badge at graduation, I
15 understand you kept in contact with her?

16 **COMMISSIONER BRENDA LUCKI:** Yes. She
17 actually -- when I was posted in Thompson, she moved in
18 with us. We got her a job in Thompson and we've kept in
19 touch with her, and she worked for my family in Edmonton.
20 So, yes, we've kept in touch.

21 **MS. ANNE TURLEY:** In terms of community
22 outreach, can you provide some examples of what the RCMP
23 does in order to recruit people from the different
24 communities?

25 **COMMISSIONER BRENDA LUCKI:** Yes, it's

1 important to get involved in the community, not just from a
2 recruiting point of view, but to also get to learn about
3 your community. But, specifically in regards to
4 recruiting, we go to career fairs, schools, community
5 events, sporting events is a good place. We look at events
6 where the demographic will suit the RCMP, so we go for the
7 -- why I say sporting events was young athletic people that
8 we want to recruit. Youth camps, pow wows, treaty days.
9 We have a couple of workshops to help people with the RCMP
10 entrance exam, but we've also changed our rules in that
11 regard, if people have a college degree or post-secondary,
12 they don't need to do the exam anymore.

13 We have different initiatives in the RCMP as
14 well, we have a National Youth Leadership Camp that we host
15 at Depot, and it's a member of the RCMP from a small
16 community and one youth that's brought in, they identify a
17 community issue, and that community issue is worked through
18 and a plan is developed moving forward and going back to
19 their community. But we also use it as exposure to depot,
20 so possibly they can see themselves in our police force.
21 We also have the aboriginal pre-cadet training program as
22 well.

23 **MS. ANNE TURLEY:** And I know we're going to
24 be hearing a bit more about the Aboriginal pre-cadet
25 training program from Sergeant Stewart on tomorrow's panel,

1 but can you just give a brief explanation of what type of
2 recruiting tool that is?

3 **COMMISSIONER BRENDA LUCKI:** Basically, it
4 provides youth from -- well, youth 19 years to 29 years,
5 who are considering a career in law enforcement, they get
6 to come to depot and we combine a three-week intense
7 training that subjects them to all the different aspects o
8 the RCMP training academy, self defense, marching,
9 simulation training through firearms, and driving, applied
10 police sciences. And they get to see what it's like in
11 those three weeks. So we've been very successful with that
12 program.

13 **MS. ANNE TURLEY:** And in terms of
14 mentorship, what does the RCMP offer to both those looking
15 to join the organization and those who are already part of
16 the organization?

17 **COMMISSIONER BRENDA LUCKI:** Aboriginal and
18 Indigenous mentorship is really important because if people
19 are considering applying for the RCMP and they think
20 there's barriers, they can see themselves when they talk to
21 Indigenous leaders. I know we have a couple of Indigenous
22 leaders in the room, Shirley, Assistant Commissioner
23 Shirley Cuillierrier; and Brenda Butterworth-Carr, Deputy
24 Commissioner. When people are able to see themselves and
25 then have that mentor where they can know if there are

1 barriers, they can talk to that mentor about it.

2 It's also helpful internally, for Indigenous
3 members if they have questions about some issues that are -
4 - they are coming across, or something about a career
5 stream, or they're looking at branching out into something
6 differently, they can speak with that mentor.

7 **MS. ANNE TURLEY:** You've spoken about the
8 RCMP wanting to be a diverse and inclusive organization.
9 What is the RCMP doing in that respect to be more diverse
10 and more inclusive?

11 **COMMISSIONER BRENDA LUCKI:** Well, as a
12 result of the recent Merlo Davidson lawsuit, we have a new
13 workplace culture and employee engagement unit that was
14 initiated in 2016. There was many recommendations that
15 came from that lawsuit, and one of them was to have
16 national harassment and gender committees throughout the
17 country. So people applied across the country and they
18 were selected for each division and then I also have a
19 national committee.

20 So I got to meet with the National Committee
21 actually, the first week I was in the chair. We have also
22 National Employee Equity Advisory Committees that represent
23 five different areas. We have the Aboriginal employee
24 council, we have women advisory committee, the lesbian,
25 gay, bisexual, trans, two-spirited committee, as well as --

1 I think I'm missing one. Yeah, we have many different
2 employee equity committees.

3 **MS. ANNE TURLEY:** You spoke about the gender
4 and harassment advisory committees and people applying. So
5 are those committees made up of employees from the RCMP?

6 **COMMISSIONER BRENDA LUCKI:** Yes, and they
7 actually could identify, if they wish, what specific area
8 they wanted to focus on, whether it was Indigenous, women,
9 transsexual, or two-spirited. They could check off if they
10 had a more of a desire to represent that group. Otherwise
11 they could just be on the committee. It was an application
12 form that they had to actually fill out. It went and there
13 was an independent committee that chose for each division.
14 It wasn't the Commanding officers of the division, nor was
15 it the Commissioner. It was all decided by a committee.

16 **MS. ANNE TURLEY:** Now, in terms of
17 recruitment, can you address some of the challenges that
18 the RCMP faces in terms of recruitment?

19 **COMMISSIONER BRENDA LUCKI:** Well, of course
20 we do compete with many other police forces, police
21 services across the country. Which, mobility is also a
22 challenge, because if you join a municipal police force,
23 you can stay in that area your entire career. I always
24 say, for me, mobility was what attracted me to the RCMP.
25 So to be able to see all different parts of Canada and work

1 with all different communities was what made me join. But
2 for some people it might be challenging, given their
3 particular family situation.

4 Also, policing is not for everybody. So
5 people have to decide if they want to be a police officer.
6 And of course, in our police force we're challenged with
7 compensation issues. So put that all together and we have
8 to work hard at our recruiting to make sure we get a good
9 cross-section of recruits.

10 **MS. ANNE TURLEY:** We're going to turn now to
11 training and development. And if we can start with the
12 cadet training program at depot, can you give Commissioners
13 a brief overview of the program that a cadet would go
14 through?

15 **COMMISSIONER BRENDA LUCKI:** Yes. Our
16 program is 26 weeks long. It was 24 and we just moved it
17 to 26 weeks to add a few components to that program. It
18 has 400 -- sorry, 841 hours. The majority of it is what we
19 call applied police sciences, which is the, sort of the
20 technical criminal code aspect. And we have hours in
21 police defensive tactics, police driving, firearms, fitness
22 drill, detachment visits. It's an adult learning
23 environment and it's based on community policing and
24 problem-solving techniques.

25 We use what's called a CAPRA problem solving

1 model. We use various ways of teaching, not just lectures.
2 We have presentations by panels, we have a lot of -- it's
3 scenario-based training, so everything is -- every module
4 is based on a scenario. Practical scenarios, problem
5 solving exercises, role plays, lectures, panel discussions,
6 presentations, we give them research assignments to do and
7 detachment visits. So a wide variety of teaching.

8 **MS. ANNE TURLEY:** Well, I had the
9 opportunity yesterday to attend a depot, and I would
10 recommend a tour to anyone to see what it's all about. In
11 terms of the curriculum, you were the commanding officer
12 for two years. Does the curriculum change, or is it always
13 the same?

14 **COMMISSIONER BRENDA LUCKI:** Well, when we
15 started in the mid-90's with version one of -- that was
16 when we changed it to scenario-based training, we're into
17 version nine. But there has to be monumental changes to
18 change a version, because in any given year we'll do over
19 200 changes to our curriculum. And that's to -- it's a
20 dynamic, agile curriculum. We respond to the needs. If a
21 new piece of equipment is incorporated in our police
22 organization, we will put that -- we will change the entire
23 program to embed that into the program.

24 With recent developments with this inquiry
25 we've done many changes to our curriculum so that we can be

1 more culturally sensitive and again, more agile, in regard
2 to missing and murdered women investigations. So we've
3 actually added a module 13, we call it, which is specific
4 to missing and murdered Indigenous women. The actual
5 victim in the module is an 18 years old indigenous girl.
6 And it's not just -- because this is induction training we
7 don't go into a whole major case management and all the
8 nuances of a big full-blown major case management file.

9 But we wanted the cadets to have exposure to
10 this, given some of the things that have come out of the
11 testimonies. It's important that they have recognition of
12 the culturally sensitiveness of these investigations and
13 the importance of knowing what to expect with these
14 investigations.

15 **MS. ANNE TURLEY:** In addition to the module
16 including a scenario involving a missing indigenous woman,
17 I understand it also has another cultural component to it.

18 **COMMISSIONER BRENDA LUCKI:** Yeah. We have a
19 culture embedded within the entire program, but
20 specifically with module 13, we added the blanket exercise.
21 And I was fortunate enough because it was during my time I
22 got to participate in the very first one that we gave to
23 the cadets, the first troop.

24 And I said in one -- in a previous
25 appearance to a committee and parliament that I didn't

1 think you could teach empathy, but that exercise definitely
2 corrected me. And it was very powerful because most people
3 when they are police officers especially, are very visual.
4 So to see the blankets and to see the blankets diminishing
5 and to learn about colonization, and the Sixties Scoop, and
6 the effect of residential school, and to see it happening
7 and then to have an Elder put it in perspective, it's
8 incredibly powerful. I found it incredibly powerful. And
9 I was fortunate to be able to participate in the first one.

10 **MS. ANNE TURLEY:** So module 13, including
11 the blanket exercise, was actually brought into the
12 curriculum as of when?

13 **COMMISSIONER BRENDA LUCKI:** Approximately
14 six -- four to six months ago.

15 **MS. ANNE TURLEY:** So this was under your
16 leadership ---

17 **COMMISSIONER BRENDA LUCKI:** Yes.

18 **MS. ANNE TURLEY:** --- as Commanding Officer?
19 If I can have you look at Tab 9 of the Book of Documents.
20 You spoke about Applied Police Sciences, that being the
21 largest component of the training?

22 **COMMISSIONER BRENDA LUCKI:** Yes, this is all
23 the -- overview of the 15 modules of the Applied Police
24 Sciences program.

25 **MS. ANNE TURLEY:** And I understand this here

1 is -- for each module it's entitled "The Facilitator
2 Guide." And so what would -- what is this -- it's
3 obviously not the whole module. What is this?

4 **COMMISSIONER BRENDA LUCKI:** No, it's an
5 overview of the hours of each module and what they're
6 trying to accomplish in each and every hour of the training
7 in the Applied Police Sciences. It's also integrated with
8 the skills as well. They'll learn certain skills while
9 they're learning certain academics as well.

10 **MS. ANNE TURLEY:** Now, if we look at the
11 first page, it -- this would be for module one. It sets
12 out the purpose and it sets out topics and competencies.

13 **COMMISSIONER BRENDA LUCKI:** Yes, of course,
14 this is their first week, so they learn about ethics and
15 professionalism, problem-solving, consultation,
16 negotiation. It sort of -- this is all the setting the
17 stage for the remainder of the 25 weeks.

18 **MS. ANNE TURLEY:** Chief Commissioner, I'd
19 ask that the document that has the Facilitator's Guide, the
20 overviews for the 15 modules of the Applied Sciences
21 training at Depot be marked as the next exhibit?

22 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
23 9, please.

24 --- **EXHIBIT 9:**

25 RCMP Facilitator Guide, Introductions

1 to Modules 1 - 15, Version 9 (78 pages)
2 Witness: Brenda Lucki, Commissioner,
3 Royal Canadian Mounted Police
4 Submitted by Anne Turley, Counsel for
5 Government of Canada

6 **MS. ANNE TURLEY:** And, Chief Commissioner,
7 if I can have you look at Tab 10, the next tab in the Book
8 of Documents?

9 **COMMISSIONER BRENDA LUCKI:** Yes, this is
10 specifically Module 13 of those 15 modules that we referred
11 to earlier. And this is the new module that we added with
12 the missing Indigenous person investigation, where the
13 victim is that 18-year old female. So it takes them
14 through -- basically, this is the facilitator's guide that
15 gets them through thinking and having checklists and what
16 they need to be mindful of when they're faced with such an
17 investigation.

18 **MS. ANNE TURLEY:** Chief Commissioner, I
19 would ask that Module 13, the Facilitator's Checklist, be
20 marked as the next exhibit.

21 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
22 10, please.

23 --- **EXHIBIT 10:**

24 RCMP training materials "Facilitators'
25 Checklist" - Module 13 Sessions 1-7

1 (112 pages)
2 Witness: Brenda Lucki, Commissioner,
3 Royal Canadian Mounted Police
4 Submitted by Anne Turley, Counsel for
5 Government of Canada

6 **MS. ANNE TURLEY:** Can you describe -- you
7 spoke about the blanket exercise. What else do the cadets
8 learn in terms of cultural awareness while at Depot?

9 **COMMISSIONER BRENDA LUCKI:** Well, cultural
10 awareness is embedded within the entire program, concepts
11 of human rights, harassment, discrimination, ethics, biase-
12 free policing, throughout the training and sometimes it's
13 brought in through panels from the community. Other times
14 it's brought in through an actual scenario.

15 We -- they also need to -- before they
16 become a -- after their two year's probation when they
17 leave, they must do three different courses that is part of
18 their -- we say in-service training, but they have to do
19 their cultural awareness -- Aboriginal culture awareness
20 online course, as well as respectful workplace course, and
21 then violence in the workplace. These all have to be
22 completed within the first two years of their tenure in the
23 RCMP.

24 We also have -- in regards to cultural
25 awareness, we -- it's hard to teach -- you know, if someone

1 comes from urban areas it's hard to teach -- if they
2 haven't been involved in the community beforehand, we want
3 to ensure that they know, as a police officer, that's
4 inherent to some of their responsibilities that they have
5 to get involved with the community, give back to their
6 community.

7 So we have various opportunities for each
8 troupe to either get involved with the law enforcement
9 torch run, we do have a partnership with an inner city
10 school that's primarily Indigenous and new immigrants,
11 Sacred Heart School. It's a reading program where each
12 month two troupes of cadets will go and read with the kids.
13 Their lounge provides funding for draws. And at the end of
14 the year there's three or four bikes that we draw for and
15 it's based on if the student gets to a certain level of
16 reading. So it encourages them to read, but it also
17 encourages the cadets to get involved. Because my motto is
18 always make sure that you make every community better than
19 what it was when you got there. So we really want to
20 instil that into what the cadets do.

21 **MS. ANNE TURLEY:** And is this community
22 service mandatory for the cadets?

23 **COMMISSIONER BRENDA LUCKI:** It's not
24 mandatory because we don't want to force people to do that.
25 We want it to come from inside of them, but we provide them

1 with the opportunities, and there's never been any regrets.
2 And, actually, the word on the street at Depot is "don't
3 miss the Sacred Heart night" so it's been working well.

4 I, myself, have gone three or four times, so
5 I enjoy it.

6 **MS. ANNE TURLEY:** I'm going to ask the tech
7 team if they can put up the photograph. Thank you.

8 I'm going to ask you to address diversity
9 and inclusion, particularly at Depot, and how that, as
10 Commanding Officer, that you ensured that people felt
11 included.

12 **COMMISSIONER BRENDA LUCKI:** Well, we do have
13 a Commanding Officers/Cadet Diversity Committee. And
14 that's where cadets get the opportunity to bring forth
15 issues, whether it's with the cadet training program, with
16 our infrastructure, or just simply their needs, whether
17 it's health or religious or due to their background. If
18 there's something -- if we're not meeting the needs -- I
19 always say, you know, as an organization we cannot start a
20 conversation with no. We have to look forward and there's
21 always merit in every good suggestion.

22 And as a result of the committee, we've
23 actually changed the showers that we have at Depot. We --
24 you know, in my day it was one big shower for all the women
25 and then in another room was showers for men. But with

1 transgender and non-binary cadets that's an issue, so we've
2 changed the showers. We've provided quiet rooms for
3 Muslims if they wish to go pray. We have a quiet place of
4 reflection or a quiet room, an Indigenous heritage room
5 where people can have quiet time, or if they want to have a
6 smudge, they can have a smudge in that room. And that's
7 also the room that we do the blanket exercise in.

8 It's not in a location where we need to --
9 and actually, the advisors had told us that they would like
10 it moved. So we're in the midst of moving it to a more
11 central location.

12 **MS. ANNE TURLEY:** In terms of -- sorry, you
13 said the advisors. Are you talking about ---

14 **COMMISSIONER BRENDA LUCKI:** The Circle of
15 Change Advisors actually were at Depot and we showed them
16 the room and it needs some work, so we're going to change
17 the location. We're in the midst of a bunch of
18 renovations, so we're planning to move the location.

19 But another project that I worked with, the
20 Commanding Officer of F Division Saskatchewan, we had the
21 Place of Reflection, which you see on the screen. It was a
22 project for missing and murdered Indigenous people. And
23 it's a place where -- as the person who gathered the rock
24 said, it's a place to find solace and feel the pain and
25 leave this sorrow there. The rocks represent -- there's

1 1400 rocks and it represents murdered and missing
2 Indigenous women and girls. And it's an interesting story.

3 And when I heard the story I said, oh my
4 goodness, we can't lose the story. And, of course, much
5 culture, Indigenous culture is based on storytelling and it
6 would have been a shame to lose the story. So we actually
7 took our audio/visual people and got them to tape the story
8 with the Indigenous man who found the rocks, and one of the
9 women who has lost her mother as a missing and murdered
10 Indigenous woman, and myself, and the Commanding Officer of
11 Saskatchewan.

12 And basically, we -- the man was supposed to
13 do a sculpture but he took ill. He had a heart attack, so
14 he couldn't make the sculpture. So he went out on the road
15 and this guy had his hood up. And he went out to talk to
16 him to see if he needed help, but he was just letting his
17 old Dodge truck cool off and watch his cows in the field.

18 And the man saw all these rocks in the
19 corner of the field and he said, "What are, you know, all
20 those rocks doing there?" And he said, "Well, it's funny.
21 I've been waiting for somebody to come for these rocks."
22 And he said his great-great-grandfather -- the story was
23 that they were tepee circles. And when he was getting the
24 land ready for farming they took all the rocks and put them
25 in a special corner of the section of land and because they

1 thought somebody would eventually want to know about them.

2 And sure enough -- so the man went to it and
3 he found this big pink rock that to him looked like the
4 heart of a buffalo. So he took that rock back first and
5 that's in the centre. And then he went back and forth
6 several times and took all the rocks. And all the rocks
7 are now medicine wheel right at the entrance of Depot.
8 That's a place of reflection. So it's -- we're going to
9 take that video and incorporate it into our cadet training
10 program so people can get a sense of what it means and that
11 reflective part in that storytelling so.

12 **MS. ANNE TURLEY:** Thank you. You spoke
13 about once a cadet becomes a regular member after
14 graduation some training they have to do. Can I have you
15 look at Tab 11 and explain to the Commissioners what this
16 is?

17 **COMMISSIONER BRENDA LUCKI:** That's part of
18 the assessment procedures for the Field Coaching Program.
19 They have six months of field coaching with an experienced
20 member. And, the first three months, they are completely
21 tied at the hip. If they do well in those first three
22 months, they might be able to do a little bit of policing
23 on their own for the next three months.

24 It's based on the core values of the RCMP
25 and the CAPRA problem solving model, everything they do.

1 So, you'll see we talk about the client group and core
2 values, partnerships, networking and relationship building.
3 The coach will bring them to the community, introduce them
4 to the elders, elected officials, principals of schools,
5 health authorities, social services, and get to know each
6 and everybody in the community. It's important that part
7 of the field coaching, you'll see on the second page, they
8 talk about -- under Responses, "Knowledge of community and
9 cultural issues," and "Victim relationships and services,"
10 and combining those to make sure that they're more
11 culturally sensitive when providing that police service.

12 So, they're judged on this. They also have
13 to do a community project, and you'll see on, I think, it's
14 page 3. It's called their CAPRA field exercise, and they
15 give them some suggestions. And, they often -- well,
16 obviously if it's in an Indigenous community, often we
17 encourage them to find an issue or work with the community,
18 find something that needs work on, and then do their CAPRA
19 solving field exercise in regards to maybe youth at risk,
20 or vulnerable people in the community, and work through
21 that.

22 **MS. ANNE TURLEY:** And, you're referring to,
23 on page 3, where it has ---

24 **COMMISSIONER BRENDA LUCKI:** Talks about
25 Aboriginal communities. Yes.

1 **MS. ANNE TURLEY:** Thank you. Chief
2 Commissioner, I would ask that the document entitled
3 "Assessment Report Field Coaching Program" be admitted as
4 the next exhibit.

5 **CHIEF COMMISSIONER MARION BULLER:** Yes,
6 Exhibit 11, please.

7 **--- EXHIBIT 11:**

8 RCMP Field Coaching Program Assessment
9 Report, Form 3737e - 2011-07, five
10 pages.

11 Witness: Brenda Lucki, Commissioner,
12 Royal Canadian Mounted Police
13 Submitted by Anne Turley, Counsel for
14 Government of Canada

15 **MS. ANNE TURLEY:** In terms of in-service
16 training, I understand that the RCMP is responsible for the
17 Canadian Police College?

18 **COMMISSIONER BRENDA LUCKI:** Yes, we are.
19 It's actually -- provides policing training for all police
20 forces. There's specialized training with forensics, and
21 different CBR, and different responses. But, specifically,
22 we have courses that are offered under the police officer
23 and -- or, sorry, the Professional Development Centre for
24 Aboriginal Policing is specific to the Canadian Police
25 College. And, actually, the sergeant in charge was one of

1 our instructors at Depot, and he's in charge of the driver
2 training. And, because he has a big extended family in
3 Regina, they allowed him to stay in Regina, so he's offered
4 some of the courses. We've opened up Depot so he can offer
5 some of the specific training right at the Academy.

6 But, it's, again, to provide that cultural,
7 appropriate and relevant training that is specific to
8 Indigenous leadership and the policing that we provide to
9 Indigenous communities. So, courses such as Aboriginal
10 Gang and Reduction Strategies, Integrated Approaches to
11 Interpersonal Violence and Abuse, and we have a Senior
12 Police Administrator course specific to Indigenous.

13 **MS. ANNE TURLEY:** And, this is open, you
14 say, to all police services not only the RCMP?

15 **COMMISSIONER BRENDA LUCKI:** Yes, that's
16 correct.

17 **MS. ANNE TURLEY:** You spoke about the
18 blanket exercise of being part of the curriculum for cadets
19 at Depot, is it also offered to police officers and other
20 employees of the RCMP?

21 **COMMISSIONER BRENDA LUCKI:** Yes, it's being
22 offered across the country. And, I can say, actually, the
23 Commanding Officer here in Saskatchewan was very proactive.
24 The very first course he had here was all the management of
25 the RCMP in Saskatchewan of that course here, and it was

1 hosted at Depot, and they have done the same thing in
2 Alberta and across the country. And so, they're providing
3 those opportunities for members to have it a -- we're
4 looking at having it as a mandatory course across the
5 country. Obviously, we have to deal through the logistics
6 of getting members down from the north, so we're working
7 through that.

8 **MS. ANNE TURLEY:** And, you also referred to
9 the Aboriginal and First Nations Awareness course that
10 cadets must take within two years, is this available to
11 members of the RCMP as well?

12 **COMMISSIONER BRENDA LUCKI:** Yes. And, in
13 fact, all the territories have made it mandatory and most
14 of the districts in the north where the majority of the
15 Indigenous communities are -- many of the Commanding
16 Officers have made that course mandatory. But, obviously,
17 the cadets have to do it within the two years, so everybody
18 in the RCMP will have that course as well.

19 But, there's -- each division has their own
20 specific course. I, myself, when I was in Manitoba, I went
21 to the, what we call an Aboriginal Perceptions course, and
22 that's a face-to-face, 5-day course. It was in Manitoba.
23 I took it in, I think it was 2010 in The Pas, Manitoba.
24 And, through that, we got to listen to survivors of the
25 residential school, we had a smudge, we had -- we got to

1 participate in a sweat and feast, and we learned the
2 effects of residential school, colonization, the Sixties
3 Scoop. And, all the people who taught the course were
4 local Indigenous people, so it was very good. And, most --
5 all divisions do that type of course.

6 **MS. ANNE TURLEY:** And, are each -- is the
7 course in each division different?

8 **COMMISSIONER BRENDA LUCKI:** It has its own
9 individual uniquenesses. For example, in Iqaluit, the
10 focus is more on Inuit than it would be on, let's say,
11 Métis, because that's a higher degree of the population.

12 **MS. ANNE TURLEY:** If I can have you look at
13 Tab 12 of the book of documents?

14 **COMMISSIONER BRENDA LUCKI:** Yes, this is the
15 training specifically for the Aboriginal Perceptions
16 Training in Alberta, K Division. It's a 4-day course, I
17 think, in Alberta, and this is the lesson plans.

18 **MS. ANNE TURLEY:** And, would this have been
19 similar to what you would have taken in 2010?

20 **COMMISSIONER BRENDA LUCKI:** Yes, exactly.
21 It talks about the concepts of law and justice, and those
22 effects on Indigenous people and exact treaty processes.

23 **MS. ANNE TURLEY:** And, I understand that in
24 addition to the agenda for the 4-day course, it has here,
25 it also has the slides that are used during the four days?

1 **COMMISSIONER BRENDA LUCKI:** Yes, exactly.

2 **MS. ANNE TURLEY:** Chief Commissioner, I
3 would ask that the K Divison's Aboriginal Perceptions
4 Training, the agenda and the slides be marked as the next
5 exhibit.

6 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
7 12.

8 **--- EXHIBIT 12:**

9 RCMP "K" Division Aboriginal
10 Perceptions Training Course materials
11 (194 unnumbered pages)
12 Witness: Brenda Lucki, Commissioner,
13 Royal Canadian Mounted Police
14 Submitted by Anne Turley, Counsel for
15 Government of Canada

16 **MS. ANNE TURLEY:** At the next tab,
17 Commissioner Lucki, Tab 13, this is a document entitled "V
18 Division Inuit Cultural Perceptions Training, Background
19 and Training Materials", is this what you were referring to
20 when you talked about a training that may be given in the
21 north?

22 **COMMISSIONER BRENDA LUCKI:** Yes. In 2004,
23 they developed their own training specific to the issues
24 facing that area.

25 **MS. ANNE TURLEY:** Chief Commissioner, I

1 would ask that this document, "V Division Inuit Cultural
2 Perceptions Training", be marked as the next exhibit.

3 **CHIEF COMMISSIONER MARION BULLER:** Yes.
4 Thirteen, please.

5 --- **EXHIBIT 13:**

6 RCMP "V" Division Inuit Cultural
7 Perceptions Training materials (32
8 pages)
9 Witness: Brenda Lucki, Commissioner,
10 Royal Canadian Mounted Police
11 Submitted by Anne Turley, Counsel for
12 Government of Canada

13 **MS. ANNE TURLEY:** Commissioner Lucki, you
14 referred to the fact that one of the changes suggested by
15 the Circle of Change was a change to the Missing Persons
16 Investigation course?

17 **COMMISSIONER BRENDA LUCKI:** Yes. We added,
18 actually, a Missing Persons Investigation course, but one
19 of the five modules is specific to missing Indigenous
20 persons, because you need to have a different cultural
21 sensitivity, and we've learned that from some of the
22 Inquiry -- that's come out of the Inquiry. So, we're
23 trying to be responsive to that, and the Circle of Change
24 had suggested that, and we changed one of the modules
25 specific to that.

1 Modules 1 & 5 (20 pages)
2 Witness: Brenda Lucki, Commissioner,
3 Royal Canadian Mounted Police
4 Submitted by Anne Turley, Counsel for
5 Government of Canada

6 **MS. ANNE TURLEY:** In terms of other RCMP
7 training that may be specific and relevant to the Inquiry
8 here today, what can you tell the Commissioners about?

9 **COMMISSIONER BRENDA LUCKI:** Well, each
10 division has specific training in regards to family
11 violence and violence against women. Because there are
12 sometimes provincial statutes that marry up with that or
13 provincial processes, each division does their own specific
14 courses. Also, in regards to risk assessments and safety
15 planning for vulnerable sectors, forensic child
16 interviewing is another one that we focus on interagency
17 assessment training, ensuring that the agencies get
18 together, work together to solve those issues -- various
19 issues. We have child sexual abuse training, elder abuse
20 training, sexual assault training, but we also have major
21 case management.

22 So when a major case, whether it's a murder
23 or a missing person or a major aggravated assault, we have
24 training on how to package that file up so that we have the
25 best success in the court process. Human trafficking is

1 another type of training, and then we have Indigenous-
2 specific courses that we offer, *Family Homes on Reserves*
3 *and Matrimonial Interests or Rights Act*, as well as the
4 First Nations Corporate Governance and Financial
5 Investigations, and the Community Conflict Management
6 course.

7 Which if you've been reading in the news
8 about Kinder-Morgan, those groups are RCMP members that are
9 taught to work with the communities before a protest to
10 ensure that the rights of people are -- they have the right
11 to protest but to ensure that they're safe while
12 protesting. So they develop the relationships now and --
13 so when a protest happens like Kinder-Morgan they can work
14 with those interested groups, Indigenous groups so that
15 they can safely protest and have that freedom of speech.
16 And it's been really successful in the Kinder-Morgan
17 protests.

18 **MS. ANNE TURLEY:** And in terms of any
19 members that would be involved with these types of issues
20 like Kinder-Morgan, is this course mandatory for them?

21 **COMMISSIONER BRENDA LUCKI:** Yes. If they
22 want to be part of the conflict management group they must
23 take those courses. And they're -- and it's very
24 Indigenous-central -- centric, because again, there is
25 unique cultural sensitivities that we need to be aware of.

1 **MS. ANNE TURLEY:** Thank you.

2 Those are my questions, and I'm just in
3 under the wire. In the 23 minutes, now 22 that we have
4 left, is there anything that I didn't ask you that you
5 would like to say?

6 **COMMISSIONER BRENDA LUCKI:** You know, I was
7 just struck by some of the comments this morning and about
8 working together. Like one of the chiefs talked about
9 working on your own family, but then also the community.

10 And we can't honestly -- if I knew that we
11 could do it on our own, I would. But I know we can't do it
12 on our own and we're only as good as how we work with the
13 community and how well we work with the community. And I
14 think -- you know, if we honestly think we've got it
15 figured out, then shame on us. And if this Inquiry has
16 taught me anything it's about making sure that we are
17 prepared to make change and make positive change for the
18 communities, and for everybody, Indigenous and
19 non-Indigenous.

20 So I really appreciate the opportunity to
21 speak with the Inquiry today.

22 **MS. ANNE TURLEY:** Thank you, Commissioner.

23 **MS. CHRISTA BIG CANOE:** Thank you. Thank
24 you, Commissioner, and thank you, Ms. Turley.

25 Commissioners and Chief Commissioner, I'm

1 going to propose that we have a break at this point, and
2 when we return that I can canvass whether you have
3 questions now or would like to reserve them for later.

4 So if I could kindly request -- and just to
5 note that we are a little behind schedule -- so I'm going
6 to request a 10-minute break. But I'm also going to remind
7 parties withstanding that we need you to now return your
8 numbers from the draw and that Mr. Thomas Barnett will be
9 available in the same room in which you drew the number to
10 return your numbers. And we need this done. If you want
11 to cross-examine you have to have it in by the end of the
12 break.

13 So a 10-minute break would take us to 11:15.
14 If I could ask that we have the break until 11:15. Thank
15 you.

16 **CHIEF COMMISSIONER MARION BULLER** Thank you.

17 --- Upon recessing at 11:07 a.m./L'audience est suspendue à
18 11h07

19 --- Upon resuming at 11:25 a.m./L'audience est reprise à
20 11h25

21 **MS. CHRISTA BIG CANOE:** Chief Commissioner
22 and Commissioners, thank you for the break. I just wanted
23 to take the opportunity -- and I just note for the record
24 that the commissioners will be reserving their questions
25 until later.

1 And on that basis, I would like to introduce
2 the next counsel, Michelle Brass, who will be leading the
3 evidence on consent of commission counsel with permission
4 of Daniel Bellegarde, the Director of the Canadian
5 Association of Police Governance.

6 And with that, I welcome Ms. Brass to begin.
7 And just so that for -- sorry, for the time sake,
8 Mr. Bellegarde will have 50 minutes -- 5-0.

9 **MS. MICHELLE BRASS:** Good morning, Chief
10 Commissioners and Commissioners. Welcome to our Treaty 4
11 and thank you for letting the First Nation Police
12 Governance Council present to you this morning.

13 I just want to do a few preliminary matters
14 first. The first being the swearing of Daniel Bellegarde
15 into today's session.

16 **DANIEL BELLEGARDE, Affirmed:**

17 **MS. MICHELLE BRASS:** Okay. Thank you.

18 **--- EXAMINATION-IN-CHIEF BY MS. MICHELLE BRASS:**

19 **MS. MICHELLE BRASS:** May I call you Dan, or
20 do you prefer Mr. Bellegarde.

21 **MR. DANIEL BELLEGARDE:** Daniel is fine.

22 **MS. MICHELLE BRASS:** Daniel is fine. All
23 right.

24 So this morning, Dan has a presentation that
25 he wants to make to the commissioners, and I will be --

1 but I'll ask him to just give him -- give us a background
2 in terms of his experience with First Nation policing. But
3 once he starts his presentation, I will stop him
4 periodically just to highlight some of the documents that
5 we have and that we want to add as exhibits. And then
6 following his presentation I will go back through the
7 remainder of the documents that we have provided and also
8 have those added.

9 So just to turn to Dan, if you can please
10 just let the Commissioners know your experience and your
11 background in First Nation policing.

12 **MR. DANIEL BELLEGARDE:** Thank you very much,
13 and good morning to everyone.

14 I'd first like to acknowledge the pipe
15 carriers and their helpers, as well as the drum group,
16 which was an excellent drum group, and all those who spoke
17 before me. I'd like to as well acknowledge my fellow
18 panelists, and of course, the Commission.

19 I began really interacting with the police -
20 - First Nations Policing Program in 1993. As Vice-Chief of
21 the Federation of Sovereign and Indigenous Nations, I
22 signed the documents along with Chief Crow at the time with
23 Commissioner -- I believe it was Commissioner Head at the
24 time which brought into Saskatchewan the First Nations
25 Policing Program and the Community Tripartite Agreements

1 and shepherded them through a few first years of
2 operations. I then worked in the area of tribal courts,
3 and a little bit of work in rehabilitation but not a lot.

4 And since then, I've been involved with
5 community development efforts, justice programs, the rights
6 agenda inherent and human rights, as well as treaty rights,
7 and part of that was the implementation of the justice
8 systems and a nation building process that continues to
9 this day.

10 Most recently, I'm the Chair of the File
11 Hills First Nations Board of Police Commissioners, a member
12 of the Board of Directors of the Canadian Association on
13 Police Governance and a founding member of the First
14 Nations Police Governance Council. So we're really focused
15 on the issue of policing in First Nations communities.

16 **MS. MICHELLE BRASS:** Thank you, Dan.

17 So now, I understand that you have a
18 presentation that you would like to make to the
19 commissioners, so if we could possibly start through that.
20 I understand that there's a PowerPoint that we can put up.
21 So if the techs can put up the PowerPoint that we have
22 requested.

23 **MR. DANIEL BELLEGARDE:** While they're doing
24 that, and before I go through the PowerPoint, I have a
25 couple of short stories to tell you. I apologize if it

1 offends anyone in advance, and please accept that as part
2 of my version of the truth from my perspective.

3 When I was 19 years old and attending
4 University of Regina as one of three First Nations members
5 there, I had finished my exams, I was in the faculty of
6 administration, I had studied Law 101, so I thought I knew
7 about the rights and responsibilities of the citizen and of
8 the police.

9 I was walking down the street after going to
10 a movie one night, me and a friend of mine, and we were
11 approached by a squad car. They stopped us and asked us
12 what we were doing, where we were going. And fresh off my
13 Law 101 class, I said, you know, you have no right to ask
14 us those kind of questions; we're not in the commission of
15 a crime, we're not subject to anything, we have our own
16 rights here as citizens.

17 I was promptly thrown into the back of the
18 squad car, taken down to the police station, walked down
19 the steps, got a shot in the back of the head, put in the
20 cells for the night. Next morning, I got out, paid my \$5
21 to the JP, and the next day, on Monday, I went to see the
22 legal aid, because that was part of Law 101 as well.

23 And I got a good legal aid lawyer, went to
24 court, pled not guilty, the judge dismissed it, admonished
25 the two officers, young recruits, I would assume, and I

1 carried on.

2 But that's a story that, I think colours of
3 perception of many young First Nations people when they
4 first come in contact with police services, particularly in
5 the urban centres.

6 The second story is about -- and I was
7 playing hockey in Fort Qu'Appelle a couple of years later.
8 We had finished our game in the evening, we went down to
9 the local hotel for a beer before we went home as most
10 hockey teams usually do. And, I came upon a scene where a
11 friend of mine was being hauled off into the back of a
12 police paddy wagon, and the RCMP -- there were three that
13 were grabbing in and he was fighting back. And, he saw me
14 and he said, Danny, they're going to take me and beat me.
15 So, I'll go to jail if you come with me. So, I says, well
16 -- so I went in the van -- he's a friend of mine. And, I
17 went in the van and we went to -- I spent a glorious night
18 in the drunk tank at the Fort Qu'Appelle RCMP detachment,
19 and we were allowed out the next morning without any
20 charges.

21 But, I overheard, as I was in the tank, them
22 talking in the next room, and one officer was saying, I
23 want the big guy in the green shirt, which was me. My
24 friend yelled, come and get him then. So -- but, hey -- I
25 said, whoa, slow down here. Nothing happened fortunately.

1 But, from what I gathered from that, it was common practice
2 at the time to actually take prisoners out and do them
3 harm.

4 I say this for two reasons, these little
5 stories. Number one, there was a -- at the time, they
6 called Saskatchewan the Alabama of the North. And,
7 reflecting what Chief Day Walker said this morning about
8 racism, Ruthers have said that in fact we still have a
9 battle on our hands. We're winning this war and we're
10 winning this war because now, in this province, we have, I
11 think, a completely different set of circumstances and
12 these circumstances are driven by enlightened leadership
13 from the RCMP, particularly recent the F division
14 commanders like Russ Mirasty, Brenda Butterworth-Carr, and
15 a new one that came in just recently. As well as municipal
16 police chiefs such as Clyde Weighill out of Saskatoon since
17 retired, now Cooper is there, and here in Regina, Evan
18 Bray, and others across the province who are enlightened
19 leaders on their own. And, they're changing the culture of
20 policing in our communities, in the urban centres, and
21 within the RCMP as well.

22 Also, in our self-administered policing
23 services, we do have a group of chiefs of police that are
24 also changing the culture of policing in our communities,
25 people like Chief of Police Zacharie from the Kahnawake

1 Police Service or the Peacekeepers, Chief of Police Leonard
2 Busch from the File Hill First Nations Police Service,
3 Chief of Police Head in Dakota Ojibway Tribal Council,
4 Chief of Police Melting Tallow from the Blood Tribe Police,
5 and so on. So, it's changing. Is it changing enough? Is
6 it changing as quickly as we want to change it? I think
7 we're doing the best that we can from all areas, from urban
8 policing, the RCMP and from self-administered policing
9 services.

10 I will take the first slide, please. This,
11 ladies and gentlemen, is a member of the Cree Warrior
12 Society. He is the dog soldier specified with a very
13 specific headdress, his name is Jim Manichuk (phonetic),
14 his father was a wearer of that headdress and only the dog
15 soldiers were allowed to wear it. They were the elite of
16 the Cree Warrior Society and charged with the protection of
17 the communities and of the tribe, and for discipline when
18 necessary and discipline protection in times of conflict.
19 This was around 1920 at Kawacatoose.

20 Next slide, please. Next slide. I want to
21 talk a bit about inherent rights. Before we talk about
22 policing in general, we have to put it in a context. And,
23 the context that I'm going to talk about is the rights
24 context, because we talked here about specific training and
25 development programming that has to be put within the

1 rights context.

2 So, our history begins with the creation and
3 placement of First Nations on this continent by the
4 Creator. Within Saskatchewan, we have Dakota, Lakota,
5 Nakota, people refer to them as the Assiniboine, Nehiyaw,
6 people refer to them as the Cree, and the Anishinaabe,
7 which is better known amongst our people as the Nakawe,
8 they're called Saulteaux Anishinaabe. And, the Denesuline
9 from the far north, from the Dene nations known by many
10 people as the Chipewyan. We had organized politically,
11 economically, socially and spiritually to enrich and
12 protect our way of life. As the environment demanded it,
13 as our social structure demanded it, as our economy
14 demanded it, we were organized.

15 Next slide, please. So, these inherent
16 rights encompassed many things, but they encompassed ways
17 of teaching. We had our own education system, we had our
18 way of raising children and caring for our families that
19 still exists to this day in our communities irrespective of
20 intrusions or interventions by federal and provincial
21 authorities. We have harvesting of medicines, and the
22 healing and the ceremonies that still exist today and will
23 become part of a mix, I think, of traditional and
24 contemporary medicine as we move forward.

25 We have organized hunting parties and create

1 expeditions to meet the environment of the time. We have
2 those today through our various economic development
3 activities in our nations throughout Canada, and some are
4 extremely, extremely good economic development initiatives.
5 We have entered into treaty arrangements with each other
6 and with others. The reason this is part of the Nakawe,
7 the Cree, the Saulteaux and the Assiniboine territory is
8 because we had the Iron Nations Alliance 200 years before
9 the treaty. It was an economic alliance and a military
10 alliance because we had our own territory. As nations, we
11 do that.

12 And, the territory that we had to protect
13 was right from the Northern Plains, from what is now
14 Manitoba to the western mountains, except where the
15 Blackfoot Confederacy had their own series of treaties
16 amongst themselves. And, they had these great treaty
17 alliances across the country, the Three Fires Confederacy
18 of the eastern Anishinaabe people, the Haudenosaunee of the
19 Mohawks and so on, and the Dene Nations in the north. And,
20 we had these alliances moving forward. So, we were not a
21 lawless people, we had our own systems in place. We had
22 our own structures, we had our own policing. Next slide.

23 Political leaders, spiritual leaders, we had
24 the warrior societies, the hunting societies, the teachers,
25 the healers and the counsellors were all part of our

1 system.

2 Next slide. Then, the Aboriginal or the
3 settler people came, the Europeans came, and they came into
4 a situation where Indigenous peoples and the Europeans came
5 into contact -- and you had heard about this during the
6 traditional law symposium that was held in Winnipeg a few
7 months ago. The system orients people to do things a
8 certain way and the conflict is there, and it still is
9 there. We still have Indigenous law. Not Supreme Court
10 decisions that are called Aboriginal law these days, but
11 Indigenous law among our own people come from a system that
12 orientates them to do things differently.

13 A cynical person told me after the Stanley
14 trial in North Battleford when someone said, the justice
15 system is broken. And, he said, no, it's not broken. It's
16 doing exactly what it was meant to do. And, this really
17 gave me a chill because it meant to impose laws to oppress
18 people, to keep people down. Now, that's not my
19 perspective, but it's the perspective of many people who
20 have come in conflict with this justice system in this
21 country today.

22 Next -- next paragraph. First Nations come
23 from a perspective -- and I think it's the world view and
24 it's regaining its strength now. After 150 years, I think
25 of oppression through the Indian Act and various other

1 government policies, but there is no rigid separation of
2 the spiritual way and the political way in our territories.
3 No matter how much the Indian Act wants to impose that
4 system on us, it's still being able to be revitalized, and
5 I think the government is recognizing that and we thank
6 them for doing that.

7 It's based on a responsibility to one
8 another collectively, and to the land, that collective
9 rights are not exactly within the umbrella of the
10 individual rights upon which the Canadian justice system is
11 formed. So, it's not a rights-based justice system, it's a
12 responsibility based justice system which has a real
13 different approach if you would think about that for a
14 moment.

15 It's not about discipline and punishment as
16 is the European style, it's more about restoration of
17 harmony, the natural connections, the family, the elders
18 were the ones that controlled social behaviour. Now, that
19 system has been broken that system is being packed together
20 again, and that system has got to be revitalized in our
21 various institutions and our various nations.

22 So, Indigenous concepts of justice that we
23 have, it's more than a set of rules and institutions; it's
24 an aspect of natural order in which everyone and everything
25 stands in relation to one another. And, a very interesting

1 thing happened. I think it was in New Zealand, I may be
2 corrected, or it could have been in India where they said
3 that natural beings have the same kind of character as a
4 human being. The trees, the rivers, the water, the rocks
5 are all living beings and as such, should be treated with
6 the same kind of rights agenda as a human being does. In
7 other words, pollution and other things like that which are
8 not geared towards the safety and security of the natural
9 world are against law.

10 Next paragraph. This is a bit of Nakota
11 traditional government. I'm not going to go into it at
12 all. This is something that has come after a study we did
13 at Fire Hills Qu'Appelle Tribal Council. This is the
14 Assiniboines. They have the soldiers, the elders, the
15 council, the chief and the general tribal councils. This
16 is how they operated their system back in the day when
17 there were 30,000 Assiniboine living in what is now
18 Saskatchewan, before the epidemics of the 1850's and 1860's
19 left 2,000 people of that particular nation. Now, the
20 majority of them live in Fort Peck, and some are scattered
21 into Alberta. We have one Nakota nation that carry the
22 kettle here in Saskatchewan, but they're part of the Iron
23 Nation's Confederacy. Next one.

24 The Cree, Nehiyaw Cree traditional
25 government, the Chief's crier, the council of elders,

1 council of men, the chiefs and general councils and the
2 warrior society. You've just seen the picture of the dog
3 soldier who is part of the warrior societies. Next slide.

4 The Saulteaux, the Ojibwe, the Anishinaabe
5 must be referred to as the Nehiyaw as well, traditional
6 government, and they have their own system. You'll notice
7 the Bear Clan, the warriors. The defence are the Bear
8 Clan, the Wolf Clan, and some of the others. It's no
9 accident that the Bear Clan Patrol in Winnipeg is so named,
10 because they belong in Saulteaux territory.

11 In the Anishinaabe territory, you're all in
12 Winnipeg. The bulk of their people are from that nation.
13 They call themselves the Bear Clan, because the Bear Clan
14 is charged with the responsibility of protection and
15 defence of the nation. So, you're doing a heck of a job,
16 as I understand it, on the north side of Winnipeg. And,
17 they bleed on to Thunder Bay, as well as Brandon. So,
18 they're spreading their particular means of community
19 assistance, community control land policing within our
20 territories. And, they're supported, by the way, by the
21 municipal police services in Winnipeg, Brandon and Thunder
22 Bay. Next slide.

23 **MS. MICHELLE BRASS:** If I could just stop
24 you for a moment? Just in regards to the next slide, I
25 just wanted to highlight document -- it was Schedule B,

1 which is the second document that is called Presentation by
2 the First Nation Police Governance Council of the Canadian
3 Association of Police Governance. In that document on page
4 4, you will see reference to "the spirit and intent of
5 treaty", so I just wanted to highlight that and ask the
6 Chief Commissioner to add this document as an exhibit?

7 **MR. DANIEL BELLEGARDE:** The relationship ---

8 **CHIEF COMMISSIONER MARION BULLER:** Excuse
9 me. The whole presentation to be marked?

10 **MS. MICHELLE BRASS:** Yes, please.

11 **CHIEF COMMISSIONER MARION BULLER:** Okay,
12 certainly. Then, the presentation by the First Nations
13 Police Governance Council, June 4, 2018, is Exhibit 15,
14 please.

15 --- **EXHIBIT 15:**

16 Document "Presentation by the First
17 Nations Police Governance Council of
18 the Canadian Association of Police
19 Governance to the National Inquiry into
20 Missing and Murdered Indigenous Women
21 and Girls, June 4 2018" (15 pages)
22 Witness: Daniel Bellegarde, Director,
23 Canadian Association of Police
24 Governance
25 Submitted by Michelle Brass, Counsel

1 for First Nations Police Governance
2 Council

3 **MS. MICHELLE BRASS:** Thank you. Sorry, Dan.
4 Go ahead.

5 **MR. DANIEL BELLEGARDE:** The relationship
6 between First Nations and the settlers followed a
7 continuum. First, they welcome them, then they traded with
8 them, then they were military allies, then they treated
9 with them as treaties, and then they become under their
10 thumb, so to speak, through the *Indian Act* after 1874.
11 But, the spirit and intent of treaty lives on and the
12 spirit and intent of treaty is the nation-to-nation
13 relationship that Prime Minister Trudeau and his ministers
14 talk about, including Minister Goodale from the public
15 safety ministry.

16 And, the issue of justice within that treaty
17 is very clear; that justice is meant to remain with the
18 First Nations people, the administration of justice within
19 their territories, within their lands that we reserve for
20 ourselves by treaty, not granted to us by the *Indian Act*.
21 But, our reservations today, the land is reserved for
22 ourselves.

23 Maintain peace and order between each other
24 and other tribes of Indians and settlers; to assist the
25 officers of Her Majesty in the area of justice; to turn

1 over to the North-West Mounted Police (at the time) those
2 who committed crimes within the ceded territory. That was
3 the first extradition treaty between nations and the west.

4 Treaty confirms First Nations jurisdiction
5 authority, and we will stand by that, we reaffirm that.
6 The spirit and intent of treaty recognizes our sovereignty,
7 perhaps limited by the treaty itself, but certainly
8 limiting the Crown's sovereignty as well. It's the
9 reconciliation, which is a word used a lot these days,
10 between, I assume, sovereignty of the Crown and the
11 inherent residual sovereignty of First Nations. Next
12 slide.

13 The early relationships with the settler
14 society is something that I think has to be understood, but
15 bring into context the current relationship between First
16 Nations and policing. The Indian agents, the priests, the
17 North-West Mounted Police, there's no question in anyone's
18 mind, I think, no matter who writes the history of it that
19 the North-West Mounted Police were a paramilitary force
20 sent west to occupy the Prairies to prevent the expansion
21 northward of American interests, to ensure that there was
22 safety for the survey parties going to build that --
23 MacDonald's national dream of a railway across the country
24 which would unite the east and west coasts, and to ensure
25 that First Nations would not follow the path of our Lakota

1 brothers and sisters in the south, and Apaches and the
2 Navajos, and the Comanches, et cetera, and the clear war on
3 the United States government, though in our case on the
4 Canadian government, and they did that through a treaty-
5 making process.

6 Sacred treaties between the Crown in Right
7 of Canada, now the successor state to Great Britain, and
8 ourselves as treaty parties. The North-West Mounted Police
9 and the priests accompanied the Crown's treaty party. They
10 enforced the *Indian Act*, the residential schools -- this is
11 within living memory here in the Prairies where the RCMP,
12 and the priests, and Indian agents came to our homes and
13 took our children.

14 The prohibition of cultural ceremonies, it's
15 still there. It's part of the *Indian Act* enforced by the
16 North-West Mounted Police right across the country, and
17 they resisted it. I'll give you that. The North-West
18 Mounted Police said, "This is not right. These passes and
19 permits and stuff that you're imposing upon First Nations
20 is not right. We're not going to enforce them as much as
21 we can."

22 But, they were required by law to do so. It
23 was the law of the land. And, when told to do so by the
24 Indian agent, who had the power of the JP as well in our
25 territories, they were obliged to do so.

1 So, you have a system where suddenly our arb
2 system is gone, and in its place, we have a justice system
3 composed of external forces coming in applying external
4 laws and forced by a JP who is an Indian agent, often ill-
5 educated. I don't know where they came from, but there are
6 horror stories about some of those Indian agents that some
7 met their death at the hands of First Nations peoples
8 because of how they acted. And, a prohibition of cultural
9 ceremonies in the past systems.

10 On the other hand, some North-West Mounted
11 Police did, in fact, give great assistance to the tribes,
12 particularly around Fort Walsh from where I'm from when in
13 times of starvation in the '70s and '80s when the buffalo
14 disappeared because of overkilling, over hunting and
15 strategic military purposes. If you kill the economy of
16 the nations, they will not be able to wage war against us.
17 So, between 50 million and 80 million buffalo were
18 slaughtered within four years, from 1800 to 1850. Can you
19 imagine that?

20 They did help First Nations with medical
21 assistance, rations, and also protection from illegal
22 alcohol that was coming out of Fort Benton and into Alberta
23 particularly, and into the Blackfoot Confederacy. Next
24 slide.

25 **MS. MICHELLE BRASS:** I'm going to ask if I

1 can introduce this. In relation to this slide, I'd like to
2 first introduce the document that's in Schedule D, which is
3 entitled "Juristat - Canadian Centre for Justice
4 Statistics"?

5 **CHIEF COMMISSIONER MARION BULLER:** To be
6 marked as an exhibit?

7 **MS. MICHELLE BRASS:** Yes, please.

8 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
9 16, please.

10 --- **EXHIBIT 16:**

11 June 2006 Statistics Canada Juristat
12 report "Victimization and offending
13 among the Aboriginal population in
14 Canada" by Jodi-Anne Brzozowski, Andrea
15 Taylor-Butt and Sara Johnson, Catalogue
16 no. 85-002-XIE, Volume 26 no. 3 (31
17 pages)

18 Witness: Daniel Bellegarde, Director,
19 Canadian Association of Police
20 Governance

21 Submitted by Michelle Brass, Counsel
22 for First Nations Police Governance
23 Council

24 **MS. MICHELLE BRASS:** Thank you.

25 **MR. DANIEL BELLEGARDE:** So, we've heard the

1 last few days some very disturbing comments, national
2 media, and some very hopeful comments as well. The most
3 disturbing one was I think it was yesterdays' news where
4 fully one half of the new entrants and the youth
5 incarceration are Indigenous peoples. I don't know how
6 many are First Nations' people. I don't know how many are
7 Métis and how many are Inuit and I would like to know that.
8 I don't know what the percentage is in Saskatchewan. It is
9 very high, as high as 90 per cent of people coming into the
10 correction system is Indigenous people. And again, how
11 many are First Nation? How many are Métis? And how many
12 are Inuit? We have to figure that out.

13 This government or these governments and the
14 general public put Indigenous people into one category. We
15 don't do that. We are First Nations. Within that First
16 Nations' category are the Cree, the Assiniboine, the
17 Saulteaux, the Dene, the Dakota, Lakota, Nakota in this
18 territory. We have to break those down into our nations as
19 one part of the nation rebuilding process.

20 Crimes are 3.8 point times higher. This is
21 stated, but I think it's just not really improved as of yet
22 in our territories. Violent crimes are 5.8 times higher in
23 our communities. Assaults are seven times higher. Sexual
24 assaults are 5.4 times higher and drug trafficking are 3.8
25 times higher. Now this was in 2012. And since then, I

1 would suggest, that the prevalence of gangs coming into our
2 territories, along with the drugs, is increased and we have
3 to be able to do something about them.

4 Now, I'm not talking about the municipal
5 area, the City of Regina. I'm talking about communities
6 outside the municipal areas where, by and large, they are
7 policed by CTAs or community tripartite agreements, and in
8 some cases by self-administer policing.

9 Next slide. So here's the current crime
10 patterns going on across the country. Increase in
11 Aboriginal gang activity, the Terror Squad; the West Side
12 Boys down in Metal Lake; the Crazy Cree coming out of
13 Edmonton heading into Onion Lake; Thunder Child, another
14 one; the Indian Mafia coming out of Balcarres moving into
15 Regina; and, of course, Saskatchewan Warriors; and the
16 Indian Mafia -- pardon me, the -- the name escapes me
17 offhand, but it will come back.

18 There's an increase bootlegging and opioids
19 particularly. My friend Chief of Police Melting Tallow
20 from the Blood Reserve has told me just recently that there
21 is still a huge problem with opioids, particularly Fenatol
22 [*sic*] in the Blood Tribal Police jurisdiction.

23 Human trafficking is becoming, again, an
24 increase. And recently, up to three weeks ago, there was
25 warnings going out to places as far away as

1 Kahkewistahaw or -- and standing Buffalo and Gordon's and
2 Kawacatoose about trucks going into the communities with
3 strangers looking for young girls to pick up. And that's
4 scary. That really is.

5 There's an increase in elder abuse and
6 domestic abuse, an increase in victims of crime. So this
7 is happening within our territories on reserve right now.

8 Okay. Next slide. But there are certain
9 criminal -- crime control strategies that are happening as
10 well, everything from crime prevention programs, anti-gang
11 that the Commissioner spoke about, cadets, self-
12 administered policing as well as RCMP cadets and a whole
13 group of education programs, including Aboriginal Shield
14 and a whole -- a very strong push towards education and
15 awareness.

16 There are partnerships in the communities,
17 the HUB model of assisting people at risk, and that's
18 picking up a great deal of steam in our communities as well
19 where you bring the various agencies together. And I'll
20 speak briefly about it.

21 Enforcing First Nations' law, banishment, if
22 necessary. People say, well, there's -- you got
23 banishment. That's not good. That's against the law.
24 Well, you go to any court in any part of the province today
25 and you get people banished all the time, except they're

1 banished to provincial and federal institutions for two
2 years, for six months. That's a form of banishment away
3 from your community.

4 Well, First Nations are saying we want to be
5 able to protect our communities as well, but the RCMP won't
6 enforce their own laws because they're not part of the
7 federal/provincial system. And the prosecutors won't
8 prosecute because it's not -- they're not in support of the
9 system and the judges won't make judgments because it's not
10 part of the system. Well, systems have to change. And if
11 systems don't change then structures have to change.
12 That's how it's got to be.

13 Community and family empowerment is, again,
14 increasing amongst our people. Language and culture
15 revitalization is going to be the driving force on nation
16 building and reintegration or reinvigoration of our own
17 justice systems within our own communities. And we have
18 community policing models changing throughout the country.

19 And I give full credit to those municipal
20 police services and the RCMP who are doing their utmost to
21 try and make this change happen as quickly as possible.

22 But still, when you hear the Chief Justice
23 of the Supreme Court of Canada in his first public
24 announcement say that he's very, very concerned about the
25 high level of incarceration of Indigenous peoples in this

1 country, we have a real educational awareness opportunity
2 here. When your Chief Justice says something like that to
3 the country, to the political system, to everyone, then we
4 know that something is definitely going to happen.

5 Those things we've been saying for years,
6 but, hey, when it comes from us people seem to say, "There
7 they go again complaining." Okay, now it's coming from the
8 Chief Justice, the Supreme Court of Canada. Now that
9 carries some weight I would think.

10 Next?

11 **MS. MICHELLE BRASS:** Next slide? So, on the
12 next slide, if I could just stop you for a moment. I'd
13 like to introduce the document that's Schedule E entitled
14 "Illustrative Case Studies of First Nations Policing
15 Program Models." And this will be relate to this
16 particular slide.

17 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
18 17, please.

19 --- **EXHIBIT 17:**

20 Public Safety Canada Research Report
21 "Illustrative Case Studies of First
22 Nations Policing Program Models," by
23 John Kiedrowski, Michael Petrunik and
24 Rick Ruddell, research report 2016-
25 R014, ISBN: 978-0-660-06708-7 (42

1 pages)
2 Witness: Daniel Bellegarde, Director,
3 Canadian Association of Police
4 Governance
5 Submitted by Michelle Brass, Counsel
6 for First Nations Police Governance
7 Council

8 **MR. DANIEL BELLEGARDE:** So the First Nations
9 Policing Program had its roots in the -- again, the
10 Northwest Mounted Police Service. Even before that we had
11 our own warrior societies and our own ways of policing our
12 people. The Northwest Mounted Police and the RCMP came
13 into our territories, then the *Indian Act* Band Constables
14 tried to assist. That's at -- the last bastion of that was
15 in Manitoba about a couple of years ago when it was finally
16 wiped off the books and there were no more Indian Band
17 Constables. Chairman Bellegarde mentioned that he was an
18 Indian Band Constable back in Keeseekoose back in the day.
19 And the RCMP Special Constables through the 3D program came
20 into be, and I think that's since gone by the wayside then.

21 Right now there's a tremendous amount of
22 opportunity -- or rather, recruitment activity with the
23 RCMP, the Ontario Provincial Police, and the Sûreté du
24 Québec, as well as municipal services in Regina, Saskatoon,
25 Prince Albert, Moose Jaw, et cetera. Now we have the First

1 Nations Policing Program, which should be ours, but we'll
2 take a look at why it really isn't.

3 I notice I got 50 minutes on the timer and
4 Commissioner Lucki had 70 minutes. Is there an issue
5 there?

6 (LAUGHTER/RIRES)

7 **MR. DANIEL BELLEGARDE:** Is that just a
8 mistake or does she get an extra 20 minutes?

9 **CHIEF COMMISSIONER MARION BULLER:** I'll
10 leave it up to counsel.

11 **MS. CHRISTA BIG CANOE:** So the next three --
12 can I get my microphone? The next three witnesses each
13 have 50 minutes. So, yes, there was an additional 20
14 minutes allotted because Commissioner Lucki, we had another
15 witness previously in the week who, due to illness, wasn't
16 able to come, so Commissioner Lucki spoke to what they were
17 going to speak to on the panel as well.

18 So but we should stop it -- yeah, should we
19 just stop the timer?

20 **MR. DANIEL BELLEGARDE:** Nevertheless, I
21 think I should get the same amount of time; don't you
22 agree? Could we have a vote on that?

23 (LAUGHTER/RIRES)

24 **MR. DANIEL BELLEGARDE:** Okay. We'll try and
25 finish in 60 minutes.

1 Okay. So that's where we're at now and that
2 -- I'm going -- that's where I'm going focus is going to be
3 for the next 15 minutes is on governance of First Nations'
4 communities and how that impacts on trying to create safe
5 and secure communities within our jurisdiction, under our
6 control.

7 **MS. MICHELLE BRASS:** And then once you
8 finish your presentation I will have about 10 minutes to
9 sort of go through the rest of the documents just to make
10 sure that they're in ---

11 **MS CHRISTA BIG CANOE:** If I may?

12 **MS MICHELL BRASS:** Yes.

13 **MS CHRISTA BIG CANOE:** Can you please stop
14 the time for a minute?

15 Continue on your presentation. And then
16 what we can do is I suggest then we can put the exhibits in
17 after. I understand -- may I call you Dan -- that Dan will
18 be able to answer questions in relation to any of the
19 exhibits going in, so if Dan can finish the presentation
20 then we can do the housekeeping items at that time so you
21 don't have to use time for that purpose, if that's
22 agreeable.

23 **MS MICHELLE BRASS:** That's great, yes.

24 **MS CHRISTA BIG CANOE:** Thank you.

25 **MS. MICHELLE BRASS:** I appreciate that.

1 Thank you.

2 **MR. DANIEL BELLEGARDE:** Can I have the next
3 slide? Next slide. And, the next one? Okay. Thank you.
4 There are basically two kinds of agreements under the First
5 Nations Policing Program. There are the Community
6 Tripartite Agreements, three parties, dedicated officers
7 from existing services. The Peter Ballantyne Cree Nation,
8 has eight communities and about 10,000 citizens, has 20
9 positions at the Peter Ballantyne Cree Nation territory
10 with a couple of detachments. Canoe Lake with about 500
11 on-reserve residents has two First Nations Policing Program
12 positions attached to the Beauval detachment. And, the
13 three are living right directly in Waterhen Lake, and they
14 are individuals who are attached. These are positions from
15 the First Nations Policing Program.

16 Each position comes with a \$172,000 price
17 tag that goes directly to the attachment, and that
18 individual is supposed to spend 100 percent of his time in
19 the First Nations community doing community policing as per
20 the agreement that we have here in front of us. And, that
21 agreement is not being followed. It was so bad that the
22 Beardy's and Okemasis' First Nation was taking the
23 government to court for breach of contract. They never saw
24 the police officer in their community enough to make it --
25 to make them confident that the contract was being

1 fulfilled, that police presence was going to be there.

2 Having said that, it's working extremely
3 well in some cases, but I would venture to say that there
4 needs to be a lot of improvement. And, it's no fault of
5 the detachment commanders, I don't think. It's just a
6 matter of not having the kind of manpower they need to
7 fulfil that particular contract while fulfilling their
8 provincial, federal contract or policing contract that they
9 have for the province.

10 Self-administered policing on the other hand
11 manages its own police service under provincial
12 legislation. There are actually 38 in Canada with 32 of
13 them in Ontario and Québec. And, they are in Ontario and
14 Québec because the self-administered policing there work in
15 cooperation with provincial policing services, the Ontario
16 Provincial Police and the Québec du Sûreté. And, they have
17 taken the approach that they will work very closely with
18 Indigenous communities to provide policing on reserve, and
19 that's where the bulk of the First Nations self-
20 administered policing programs are.

21 There are only six east of the Ontario
22 border, and these are very small ones. And, these are all
23 in provinces that have contract policing with the RCMP.
24 There's one in Manitoba, Dakota Ojibway Tribal Council
25 Police, now changed their name to the Manitoba First

1 Nations Police Service. They have, I think, around 20
2 officers, but they have been in existence for 40 years, and
3 they cover close to eight or nine communities.

4 There's one here in Saskatchewan, the File
5 Hills First Nations Police Service with 10 officers, five
6 special constables, three civilian staff and a Board of
7 Police Commissioners covering five communities out of 74.
8 Alberta, they have three, the Tsuut'ina in Calgary, the
9 urban community there, that's one; the Blood Tribe Police
10 is the largest, one major community; and Lakeshore in the
11 north. I believe they're working with five different
12 communities. It's a regional police service. There's only
13 one in British Columbia along the Sea-to-Sky Highway at --
14 I can't remember. Burns Lake, I believe.

15 The largest is Nishnawbe-Aski Police Service
16 in Ontario with 150 officers based in Thunder Bay covering,
17 I believe, it's 34 First Nations and 20 of those are fly-in
18 communities. There's a very interesting discussion going
19 to happen, I think, later on about the Ontario example.

20 So, those are the agreements that we're
21 working on. The key thing here is that their managing and
22 trying to control as much as possible under provincial
23 legislation by First Nations Boards of Police
24 Commissioners. Accountability, direction, civilian
25 oversight is there. And, many times I think that the

1 boards are doing a very good job along with the Chief of
2 Police particularly in the communities.

3 Next slide, please? Okay. We have one --
4 just gone through this. Can we go to the next slide? Oh,
5 just a moment. There's very high interest in Saskatchewan
6 right now for self-administered policing. Very high. File
7 Hills has been in operation for 20 years. The next one
8 that was supposed to come in as soon as File Hills was
9 established was Touchwood Agency with five bands by
10 Punnichy. La Ronge came down to visit, Battle River Cree
11 in North Battleford, they've been talking for years about
12 their own police service. Meadow Lake Tribal Council, I
13 spoke to them a couple weeks ago. They want to have theirs
14 in the Meadow Lake Territory.

15 Prince Albert Grand Council want to join
16 with Meadow Lake and having a northern self-administered
17 police service to cover Northern Saskatchewan. And, the
18 Qu'Appelle Agency, just to the east of here, want their
19 own. And, the Nekway (phonetic) Lake Agency by Broadview
20 want their own self-administered policing service.

21 This is something whose time has come. And,
22 when we met with Assistant Commissioner Seblaki (phonetic)
23 here couple weeks ago with MLTC and PHEC, he said that the
24 RCMP are committed in this province to assist, when the
25 time is right, to transferring or transitioning from CTAs

1 to self-administered policing. That's an opportunity, a
2 possibility.

3 In the meantime, there's a tremendous amount
4 of tiered policing that's happening right now through
5 special constables in File Hills, through peacekeepers in
6 Cowessess and Peter Ballantyne Cree Nation to the north,
7 and peacekeepers in Onion Lake, and peacekeepers are being
8 trained in Battle River Cree, the work in the communities
9 and be the front-end, I suppose, of preventative measures
10 about trying to give some safety and security in support of
11 the RCMP with their CTAs as long as that lasts.

12 Next? There's our Chief of Police Leonard
13 Bush. Good looking man. 6'5", 300 pounds. Imposing
14 gentleman. He's from the Kahkewistaw First Nation. He'd
15 be pleased to know that out of our 10 officers, nine of our
16 Indigenous -- are Indigenous people from various
17 communities, and three of them are from their own File
18 Hills communities. So, this idea that Indian people don't
19 want to serve in their own communities is something I think
20 that's a construct from the *Indian Act* and Indian Affairs
21 employees that seem to think that we can't handle our own
22 safety and security requirements.

23 That's our float at the Treaty 4 Parade.
24 Chief Michael Starr and Noel Starblanket, and we're very
25 proud of our self-administered policing service. Chief

1 Mari-Anne Day Walker is one of the chiefs that actually was
2 very instrumental in moving this forward with File Hills.

3 Next paragraph? Or, pardon me, next -- so
4 governments on reserve, and I think this is part of really
5 where I'm coming from in terms of on-reserve governance of
6 policing services. The whole issue of management and
7 control and good governance rests with the communities.
8 And, the community consultated groups that they have now
9 with the Community Tripartite Agreements are a far cry from
10 what I envisioned when I signed the other agreement in 1993
11 when part of it was Police Management Boards designed to
12 build up the governance capacity of our communities, there
13 were police services with the idea that it would be
14 transitioning to self-administered policing. That only
15 happened in File Hills, where I'm from, by the way. And,
16 that to me speaks to one of the great weaknesses of the CTA
17 program, is that there is no real governance by the
18 community over the RCMP that are charged with enforcing
19 laws and providing community-based policing in our
20 communities.

21 The letters of agreement are signed. I'm
22 not sure how effective they are. And, I know for a fact
23 that there's a great deal. It was -- during the engagement
24 process with Public Safety Canada two, three years ago,
25 many times it was said they have no control. People can

1 come in and police, and we have no idea who they are, where
2 they're from, Toronto, Prince Edward Island, Newfoundland.
3 We have no say in who comes to our community to provide
4 policing services. And, that's, you know, Melbourne has
5 the same thing and so does Yorkton, so does North
6 Battleford.

7 The RCMP provide a service, and it's
8 extremely good service, but I still think that that
9 governance has to be put into place if we are very serious
10 about reconciliation, self-determination, declaration of
11 the rights of Indigenous people, truth and reconciliation
12 recommendations and crime reduction, crime prevention in
13 our communities. It has to be an inter-governmental
14 approach and it has to be done.

15 This is our governance on reserve for File
16 Hills. We operate under *Saskatchewan Policing Act* at this
17 time, and that in itself is something we will have to deal
18 with in the future as First Nations develop their own laws,
19 their own systems. It may be something that'll require
20 cross-jurisdiction or shared jurisdiction, but certainly is
21 something that's going to change the structure of policing
22 services across the country.

23 I remind you that within 30 years fully one
24 half of the population of this province will be Indigenous
25 peoples, either First Nations or Métis, primarily. Does

1 that -- that to me signals that there better be some
2 structural changes happening very soon, very quickly.

3 I think they will be to ensure that the
4 rights of Indigenous peoples are respected and implemented,
5 and that means the treaty rights and responsibilities of
6 all treaty parties, as well as the inherent rights as set
7 out in the United Nations Declaration on the Rights of
8 Indigenous Peoples and set out in our own community
9 constitutions.

10 So this is our governance process here, and
11 this at the bottom is what we take as our motto in File
12 Hills. We want to stabilize our police service to ensure
13 that it's there, we want to strategize on how we develop it
14 and grow it over time, and we want to Indigenize in terms
15 of our relationship with our First Nations.

16 And you know, we have many of the trappings
17 of the external police services, if you want to call them
18 that. We have the cars, we have the uniforms, we have the
19 codes of conduct, et cetera, et cetera. It will become
20 ours when we can control that. And you know, it may not be
21 so different, but it will be ours.

22 And of course, the next one is to mobilize.
23 Policing is only one part of the justice system. A
24 critical part. The point of first contact. Then we have
25 the tribal courts and we have some form of rehabilitation

1 that promotes harmony rather than punishment for crimes
2 that are either non-violent or that are really
3 non-intrusive.

4 **MS. MICHELLE BRASS:** So -- thank you, Dan.
5 I'm -- I know you have a few more slides here, but I'm just
6 wondering if you can please comment on does the self-
7 administered agreements ensure community safety for the
8 community members, particularly women and girls?

9 **MR. DANIEL BELLEGARDE:** What ensures -- no
10 police service can ensure community safety on its own; I
11 think that's been mentioned here several times. What it
12 does is provide another major player in the system that
13 provides community safety.

14 The whole direction of our recommendations
15 is to tie governance of police services with overall
16 governance within the community, and that's so we can have
17 justice, not only in what we commonly see as justice within
18 the police service or the justice system, but justice in
19 health, justice in economics, justice in education, justice
20 in social programming. That's justice. I don't mean laws,
21 I mean justice.

22 And to do that, what the police service has
23 to do is to be governed in such a way that brings together
24 the various elements in our communities to provide that
25 overall approach to caring and sharing and support to those

1 people at risk and to those people who want to continue to
2 develop and to grow as individuals and productive members
3 of the community.

4 So I don't assume that a police service can
5 do that on its own. And part of the governance that we are
6 trying to move forward with in terms of our overall
7 presentation here is that it's done through a collaborative
8 effort by the agencies within our communities, supported by
9 external agencies, but not directed by external agencies,
10 such as provincial governments or even the RCMP, or the
11 federal government, and certainly, certainly not the *Indian*
12 *Act* or the Department of Indian Affairs under its new name.

13 **MS. MICHELLE BRASS:** Okay. Thank you. And
14 within one of the documents, Exhibit 14, there is a chart.
15 And if we could just have the techs pull up the chart
16 that's within the documents. It's in Exhibit 15, on --
17 it's in the summary of the evidence.

18 I'm wondering if you could just possibly
19 comment on this chart. And if I could just get the techs
20 to pull up the chart.

21 **MR. DANIEL BELLEGARDE:** The Policing First
22 Nations Community Perspectives Study that was done by the
23 University of Regina had a bit of a paradigm on how it
24 would be most appropriate to move forward with community-
25 based policing. And it's on the chart now. And you'll see

1 that it has several distinct modules or modes where they
2 can work together and interact with a police service to
3 build a wholistic policing package.

4 They talk about community safety, but also
5 tradition and values and a wholistic approach to justice.
6 The healing, the balance and the harmony, particularly,
7 that come to the community. And the -- there we go -- the
8 relevance of history.

9 I think history is very important to us, and
10 a history written by us and not by the so-called settlers
11 who held the pen. The importance of relationships. And
12 again, this is critical. Not only between police but
13 between -- within the community itself, the relationships
14 between self-administered policing and the rest of the
15 community.

16 The self-administered policing service is
17 probably the most stable institution governing our
18 communities right now overall. It's been in place, it'll
19 remain in place even during changes in band
20 administrations, changes in chiefs and councils. The
21 policing service has been there consistently for 20 years.
22 And elders, of course, and conceptions of policing.

23 **MS. MICHELLE BRASS:** Okay. Thank you. So
24 now we want to make sure that our documents get into ---

25 **MS. CHRISTA BIG CANOE:** Yes. And if I might

1 -- we can stop the clock, Mr. Registrar. If I might, I do
2 have just one quick point of clarification I think would be
3 of assistance to all in attendance.

4 Dan, in that document that -- where that
5 chart is that you were looking at, on the next page is the
6 recommendations moving forward. So on page 13 of that same
7 document where you were just looking at the chart. Do I
8 understand that these are the same recommendations that you
9 would put forward to the commissioners to support?

10 **MR. DANIEL BELLEGARDE:** Read them into the
11 record?

12 **MS. CHRISTA BIG CANOE:** We can -- they're
13 already in the record, but ---

14 **MR. DANIEL BELLEGARDE:** Okay.

15 **MS. CHRISTA BIG CANOE:** --- I was just
16 curious if you -- I just want to make sure that I'm not
17 missing the point that these are the same recommendations
18 that you would make to the commissioners so that
19 commissioners could support such recommendations?

20 **MR. DANIEL BELLEGARDE:** Yes. Yes, they are.
21 They're on page 13 of our submission ---

22 **MS. CHRISTA BIG CANOE:** Thank you.

23 **MR. DANIEL BELLEGARDE:** --- on
24 recommendations moving forward, the strategic directions of
25 making the First Nations Policing Program much more

1 effective in terms of structural change, in terms of
2 supporting such things as policing infrastructure. So
3 that's so that our police services have at least equal of
4 any RCMP detachment or urban municipal police service
5 across the country.

6 And we didn't have that. Although we're
7 starting to get it now, and we appreciate very much the
8 kind of support we're receiving from Canada and
9 Saskatchewan in this area. But also governance, in terms
10 of the ability to develop the strong governance required by
11 any kind of police service through training and development
12 programming.

13 And there will be questions later on about
14 the *Ontario Police Act*. It's probably the first police act
15 that mandates training and development of governance boards
16 throughout Ontario, including those First Nations who wish
17 to become part of that Act.

18 The specific changes are there. We're not
19 going to be depending on external governments to define our
20 vision, our collective ways and means forward. We have to
21 develop our own legal framework, we have to develop our own
22 First Nations policing service as we see fit.

23 We will work with all agencies, but at the
24 end of the day the responsibility must lie with First
25 Nations for on reserve policing. And with that, I think we

1 should be able to work effectively in creating safe and
2 secure communities for all people and be in the forefront
3 of trying to have a preventative regime that will ensure
4 the safety of our most vulnerable, including our young
5 people, our women and children, and our elders.

6 And, that's the intent of the self-
7 administered policing service, and of all policing
8 services, but I think this new model that we're working on
9 here in Saskatchewan is going to be the way forward. I
10 think we're going to do it in cooperation with our
11 partners, but as First Nations, we have to take that
12 responsibility and be given the space to carry out that
13 responsibility.

14 **MS. CHRISTA BIG CANOE:** Thank you, Mr.
15 Bellegarde. Just as your counsel has probably explained to
16 you, after we have the other witnesses present, the parties
17 in the room will have the opportunity to cross-examine and
18 ask you questions in relation to this document, but others.

19 And, for the purpose of the record, I would
20 ask if we could just put a couple of those documents into
21 exhibits, so people can ask you questions. I understand
22 any of the materials you provided us, you're comfortable
23 answering a question in regards to, of the documents that
24 you have provided?

25 **MS. MICHELLE BRASS:** Yes, I understand that.

1 Dan is prepared to answer questions ---

2 **MS. CHRISTA BIG CANOE:** Sure.

3 **MS. MICHELLE BRASS:** --- in relation to the
4 documents.

5 **MS. CHRISTA BIG CANOE:** And, sorry, I just
6 have to ask Dan that. So, Dan ---

7 **MS. MICHELLE BRASS:** Yes.

8 **MS. CHRISTA BIG CANOE:** --- are you
9 comfortable to answer any of the questions that might arise
10 out of these documents?

11 **MR. DANIEL BELLEGARDE:** More than
12 comfortable.

13 **MS. CHRISTA BIG CANOE:** Thank you. On that
14 basis, I'm just administratively going to ask the Chief
15 Commissioners and Commissioners if I could take just a few
16 minutes to walk through the exhibits to put them formally
17 on the record. And, I will just refer to -- in the
18 summary, they're listed under Schedule.

19 So, under Schedule C is the Concept of
20 Governance as Forward Oversight as Applied to Police
21 Agencies in Canadian Municipalities. And, I would kindly
22 that that be marked the next exhibit -- or made the next
23 exhibit.

24 **CHIEF COMMISSIONER MARION BULLER:** 18,
25 please.

1 Program" (three pages)
2 Witness: Daniel Bellegarde, Director,
3 Canadian Association of Police
4 Governance
5 Submitted by Christa Big Canoe,
6 Commission Counsel & Michelle Brass,
7 Counsel for First Nations Police
8 Governance Council

9 **MS. CHRISTA BIG CANOE:** At Schedule G is
10 Audit at a Glance, Chapter 5, First Nation Policing
11 Program, Public Safety Canada. Can I please ask that this
12 be made the next exhibit?

13 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
14 20, please.

15 **--- EXHIBIT 20:**

16 Auditor General of Canada report "Audit
17 at a Glance" Chapter 5: First Nations
18 Policing Program - Public Safety
19 Canada, tabling date May 6, 2014 (five
20 pages)
21 Witness: Daniel Bellegarde, Director,
22 Canadian Association of Police
23 Governance
24 Submitted by Christa Big Canoe,
25 Commission Counsel & Michelle Brass,

1 Counsel for First Nations Police
2 Governance Council

3 **MS. CHRISTA BIG CANOE:** At Schedule H, there
4 is a news article entitled, First Nations Policing Program
5 Slammed by Auditor General, it's dated May 7th, 2014, may we
6 please have that made an exhibit?

7 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
8 21, please.

9 --- **EXHIBIT 21:**

10 News article "First Nations policing
11 slammed by auditor general," Canadian
12 Press, posted May 6, 2014 11:17 a.m.
13 ET, last updated May 7, 2014 (five
14 pages)
15 Witness: Daniel Bellegarde, Director,
16 Canadian Association of Police
17 Governance
18 Submitted by Christa Big
19 Canoe, Commission Counsel & Michelle
20 Brass, Counsel for First Nations Police
21 Governance Council

22 **MS. CHRISTA BIG CANOE:** Thank you. At
23 Schedule I, there is, from the University of Regina, it's a
24 document entitled, Policing First Nations, Community
25 Perspectives. And, it is a, sorry, 94 page document. Mr.

1 Bellegarde actually raised some of the issues in this
2 document and can answer questions, so I'm asking that it be
3 marked the next exhibit.

4 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
5 22, please.

6 --- **EXHIBIT 22:**

7 "Policing First Nations: Community
8 Perspectives," by Nicholas A. Jones,
9 Robert G. Mills, Rick Ruddell, Kaitlan
10 Quinn, Collorative Centre for Justice
11 and Safety, January 26, 2016 (94 pages)
12 Witness: Daniel Bellegarde, Director,
13 Canadian Association of Police
14 Governance
15 Submitted by Christa Big Canoe,
16 Commission Counsel & Michelle Brass,
17 Counsel for First Nations Police
18 Governance Council

19 **MS. CHRISTA BIG CANOE:** Thank you. And,
20 finally, just for the purposes of the record, at Schedule
21 J, there is a Police Practice and Research journal and the
22 article is entitled, 'Set up to fail?' An analysis of
23 self-administered Indigenous police services in Canada,
24 it's authored by John Kiedrowski, Nicholas A. Jones and
25 Rick Ruddell. Can we please have that made the next

1 exhibit?

2 **CHIEF COMMISSIONER MARION BULLER:** Exhibit

3 23, please.

4 **--- EXHIBIT 23:**

5 "Set up to fail?" An analysis of self-
6 administered Indigenous police
7 services in Canada," by John
8 Kiedrowski, Michael Petrunik and Rick
9 Ruddell in Police Practice and Research
10 (15 pages)
11 Witness: Daniel Bellegarde, Director,
12 Canadian Association of Police
13 Governance
14 Submitted by Christa Big Canoe,
15 Commission Counsel & Michelle Brass,
16 Counsel for First Nations Police
17 Governance Council

18 **MS. CHRISTA BIG CANOE:** Thank you. And,
19 just also for the purposes of the record, can we -- we had
20 made the presentation that contained those recommendations
21 Exhibit 15, but we had never asked for the PowerPoint to be
22 marked as an exhibit, so can we please have that also
23 marked as an exhibit?

24 **CHIEF COMMISSIONER MARION BULLER:** Yes, the
25 PowerPoint will be Exhibit 24, please.

1 --- EXHIBIT 24:

2 "Moving Forward to Safer Futures,"
3 PowerPoint shown during the testimony
4 of Mr. Daniel Bellegarde (25 slides)
5 Witness: Daniel Bellegarde, Director,
6 Canadian Association of Police
7 Governance
8 Submitted by Christa Big Canoe,
9 Commission Counsel & Michelle Brass,
10 Counsel for First Nations Police
11 Governance Council

12 **MS. CHRISTA BIG CANOE:** Thank you very much
13 for allowing me the time to cover that off
14 administratively. And, thank you very much, Mr.
15 Bellegarde. At this point, I'm going to request that we
16 have a 45 minute lunch. And, I'm hoping we're going to
17 stick really closely to the 45 minutes and actually be able
18 to come back and recommence prior to 1:00, so that we can
19 continue with the next two witnesses.

20 **CHIEF COMMISSIONER MARION BULLER:** Yes. 45
21 minutes.

22 **MS. CHRISTA BIG CANOE:** Thank you. And,
23 just as a housekeeping note, there is lunch provided and
24 please help yourself. We will recommence at 1:10.
25 Fortunately, someone else's math skills are better than

1 mine.

2 --- Upon recessing at 12:27 p.m.

3 --- Upon resuming at 1:18 p.m.

4 **MS. CHRISTA BIG CANOE:** Commissioners --
5 Chief Commissioner, Commissioners, if we could please
6 recommence. The next two witnesses that we have, that will
7 be testifying before the Commission today are actually
8 being called by Commission Counsel. Representing
9 Commission Counsel is Bernard Jacob. The first witness
10 he'll be actually calling is Jean-Pierre Larose.

11 And, just as a quick announcement for those
12 that do not speak French, you'll want to make sure that you
13 have the translation device, but you can follow along.
14 And, on that note, I welcome Mr. Jacob to please call your
15 witness.

16 **MR. BERNARD JACOB:** I will call Mr. Jean-
17 Pierre Larose. You -- for the oath?

18 **M. JEAN-PIERRE LAROSE:** Bonjour.

19 **MR. BRYAN ZANDBERG:** You need a microphone.
20 Hello. Hello. Bon. Voila. Okay. Donc, je pense qu'on
21 est prêts? Alors, Monsieur Jean-Pierre Larose, affirmez-
22 vous solennellement que le témoignage que vous allez
23 rendre sera la vérité, toute la vérité et rien que la
24 vérité?

25 **M. JEAN-PIERRE LAROSE:** Je l'affirme.

1 JEAN-PIERRE LAROSE, Affirmed:

2 MR. BRYAN ZANDBERG: Merci.

3 --- EXAMINATION IN-CHIEF BY MR. BERNARD JACOB:

4 M. BERNARD JACOB: Alors, Mr. Larose, merci
5 d'être parmi nous aujourd'hui. Quelles sont vos fonctions
6 actuellement?

7 M. JEAN-PIERRE LAROSE: Je suis directeur du
8 Service de police de Kativik et directeur de la Sécurité
9 publique.

10 M. BERNARD JACOB : Alors, vous faites comme
11 deux services, police et sécurité publique?

12 M. JEAN-PIERRE LAROSE : Tout à fait.

13 M. BERNARD JACOB : Pouvez-vous expliquer à
14 la Commission la nuance que vous apportez?

15 M. JEAN-PIERRE LAROSE : Or, toute la
16 question au niveau de la sécurité civile, les plans de
17 mesures d'urgence, au niveau également de la sécurité
18 civile, c'est sous ma gouverne.

19 M. BERNARD JACOB : Et la police régionale de
20 Kativik, vous êtes en fonction à ce poste depuis quand?

21 M. JEAN-PIERRE LAROSE : Je suis en fonction
22 depuis février dernier.

23 M. BERNARD JACOB : Donc, 2018?

24 M. JEAN-PIERRE LAROSE : Oui.

25 M. BERNARD JACOB : Et auparavant, pouvez-

1 vous nous parler de vos expériences en lien avec les
2 affaires policières?

3 **M. JEAN-PIERRE LAROSE :** J'ai débuté ma
4 carrière il y a 20 ans, au Service de police de Greenfield
5 Park, une petite municipalité sur la rive-sud de Montréal.
6 J'ai gravi les échelons au fil des années, au sein de ce
7 service.

8 **M. BERNARD JACOB :** Sorry, the time isn't...
9 okay, go ahead.

10 **M. JEAN-PIERRE LAROSE :** Alors, comme je le
11 disais, j'ai gravi les échelons : sergent, lieutenant,
12 capitaine, au fil des années, pour devenir directeur du
13 Service de police de Greenfield Park à l'âge de 31 ans.
14 Parallèlement à ça, j'ai poursuivi mes études
15 universitaires : j'ai fait un baccalauréat, j'ai complété
16 une maîtrise en analyse et gestion urbaine. J'ai également,
17 au cours de ma carrière, enseigné pendant 17 ans à
18 l'Université de Montréal, j'étais chargé de cours pour le
19 certificat en gestion policière appliquée à la sécurité et
20 à la police. Parallèlement à ça également, j'ai été
21 impliqué à l'Association des directeurs de police du Québec
22 pendant plusieurs années. J'ai été président de cette
23 association-là pendant deux mandats, à deux reprises. J'ai
24 été impliqué particulièrement en l'an 2000, lors de la
25 refonte de la carte policière au Québec ; j'ai participé à

1 ça avec le ministre Ménard, à l'époque. J'ai également
2 participé à la réorganisation de l'Institut de police du
3 Québec, qui est devenu l'École nationale de police, avec
4 Monsieur Claude Corbo, qui était le recteur de l'Université
5 du Québec à Montréal. J'ai participé au conseil
6 d'administration en tant que directeur et président de
7 l'Association, au conseil d'administration de l'École de
8 police pendant plusieurs mandats.

9 Et également au cours de mon directorat à
10 Greenfield Park, en 1995, j'ai été nommé directeur, en plus
11 du Service de police, du Service de sécurité publique de
12 Greenfield Park, donc en charge des pompiers et de la
13 sécurité civile également, jusqu'à la fusion des services
14 de police sur la Rive-Sud, en 2002, où j'ai intégré le
15 Service de police de l'agglomération de Longueuil à titre
16 d'assistant-directeur. J'ai terminé ma carrière, après
17 32 ans de service, comme directeur adjoint au Service de
18 police de l'agglomération de Longueuil en 2012, à titre de
19 directeur adjoint responsable des opérations policières.

20 Par la suite, j'ai été cinq ans à
21 l'Association des directeurs de police du Québec comme
22 membre permanent, directeur général adjoint ; je
23 représentais les organisations policières auprès du
24 gouvernement dans différents dossiers touchant l'activité
25 policière. Et, plus récemment, j'ai été un an à l'École

1 nationale de police du Québec à titre d'expert-conseil en
2 gestion policière, jusqu'à ma venue au sein du Service de
3 police de Kativik en février dernier. Alors, je suis dans
4 ma 38^e année d'expérience dans la communauté policière.

5 **ME BERNARD JACOB:** Alors, Madame la
6 Présidente, il y a l'onglet A que j'aimerais déposer comme
7 exhibit... on est rendus à 24, si je ne me trompe pas... si
8 j'ai bien suivi? Il est possible que non, je l'avoue.
9 Exhibit 24.

10 **CHIEF COMMISSIONER MARION BULLER :** Oui.

11 **ME BERNARD JACOB:** Thanks.

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

13 **ME BERNARD JACOB:** Pardon?

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

15 **ME BERNARD JACOB:** 25? Désolé. Alors, Exhibit
16 25, curriculum vitae de Jean-Pierre Larose.

17 --- **EXHIBIT 25:**

18 CV of Jean-Pierre Larose (12 pages)

19 Witness: Jean-Pierre Larose, Chief of

20 Kativik Regional Police Force

21 Submitted by Bernard Jacob, Commission

22 Counsel

23 **ME BERNARD JACOB:** C'est bien votre
24 curriculum vitae, Monsieur Larose?

25 **CHIEF COMMISSIONER MARION BULLER :** Oui, 25.

1 **M. JEAN-PIERRE LAROSE** : Pardon me?

2 **ME BERNARD JACOB** : Okay. Vous êtes... qu'est-
3 ce qui amène un policier retraité à vouloir postuler sur le
4 poste de directeur de la police et de la sécurité publique
5 à Kativik? L'administration de Kativik, excusez-moi.

6 **M. JEAN-PIERRE LAROSE** : Tout d'abord, je
7 suis toujours, même après 38 ans, toujours aussi passionné
8 de ma formation, de mon métier de policier. Et ce qui m'a
9 amené à Kativik, en fait, c'est que dans ma carrière, j'ai
10 toujours voulu faire ce genre de mission extérieure, mais
11 par ma position comme officier de direction, j'ai plutôt
12 envoyé des policiers en mission extérieure et je ne pouvais
13 en bénéficier. Donc, c'est quelque chose qui m'attirait. Et
14 étant un peu un aventurier de nature et tout ça, en plus,
15 le Service de police de Kativik m'intéressait en termes de
16 défis à relever, en plus de faire bénéficier quand même
17 modestement de mon expérience à cette jeune organisation
18 policière : jeune par sa composition et non pas par son
19 existence, parce que ça va faire bientôt 25 ans que le
20 Service de police de Kativik a été créé - ça va faire
21 25 ans en 2020.

22 **ME BERNARD JACOB** : Le processus d'embauche a
23 duré combien de temps? Comment ça s'est déroulé?

24 **M. JEAN-PIERRE LAROSE** : Le processus
25 d'embauche a duré cinq mois ; un processus d'embauche

1 extrême­ment rigoureux, sérieux, dans lequel j'ai occupé
2 quelques fonctions et je peux vous dire que ça a été un
3 processus assez complet : entrevues... une première entrevue
4 avec des membres du gouvernement de Kativik, un *board* de
5 sélection. Par la suite, une invitation à me rendre, comme
6 une deuxième entrevue, à Kuujjuaq, rencontrer un autre
7 *board* de sélection avec le directeur général de Kativik,
8 ainsi que la présidente du Conseil régional de Kativik.

9 Par la suite, j'ai passé une journée
10 complète dans une firme privée pour des examens
11 psychométriques et entrevue, examens médicaux complets,
12 enquête sécuritaire extrêmement complexe sur ma personne et
13 sur toutes mes allées et venues, pour finalement être
14 assermenté par le ministre de la Sécurité publique, ce qui
15 est un peu une exception -les corps de police municipaux,
16 au Québec, ce sont les conseils de ville, le maire, qui
17 assermentent les directeurs, mais dans la loi de Kativik,
18 c'est le ministre de la Sécurité publique, Monsieur
19 Coiteux, qui m'a assermenté à titre de directeur, en
20 février dernier.

21 **M. JEAN-PIERRE LAROSE** : Je vous montre
22 l'appendice B du cahier des commissaires : j'aimerais la
23 déposer...

24 **ME BERNARD JACOB** : c'est l'affichage de
25 poste?

1 **M. JEAN-PIERRE LAROSE** : Oui.

2 **ME BERNARD JACOB** : Alors, j'aimerais le
3 déposer sous la cote d'exhibit E-26.

4 **--- EXHIBIT 26(a) :**

5 Job posting for the position of
6 Director of Public Security and Chief
7 of Police (Kuuujuaq), Kativik Regional
8 Government (one page)
9 Witness: Jean-Pierre Larose, Chief of
10 Kativik Regional Police Force
11 Submitted by: Bernard Jacob, Commission
12 Counsel

13 **--- EXHIBIT 26(b) :**

14 Offre d'emploi pour le poste de
15 Directeur de service de la sécurité
16 publique et chef de police à Kuuujuaq,
17 Administration régionale Kativik (une
18 seule page)
19 Witness: Jean-Pierre Larose, Chief of
20 Kativik Regional Police Force
21 Submitted by Bernard Jacob, Commission
22 Counsel

23 **ME BERNARD JACOB**: Donc, vous êtes arrivé
24 quand? Le siège social de la police de Kativik est situé
25 où?

1 **M. JEAN-PIERRE LAROSE** : Il est situé à
2 Kuuujuaq, en haut du 55^e parallèle.

3 **ME BERNARD JACOB** : Et vous êtes arrivé à
4 quelle date, en février 2018?

5 **M. JEAN-PIERRE LAROSE** : J'ai débuté mes
6 fonctions officiellement le lundi, 12 février.

7 **ME BERNARD JACOB** : Quels sont vos premiers
8 constats? Je ne vous parle pas du froid!

9 (Laughs/Rires)

10 **M. JEAN-PIERRE LAROSE** : Le premier constat,
11 en fait, c'est un dépaysement total, un environnement
12 particulier, un peuple particulier, un peuple chaleureux,
13 accueillant, souriant, rempli de partage, très très
14 accueillant et assez particulier. Évidemment, le climat,
15 l'environnement physique, l'emplacement et ses limites.
16 Donc, ça a été un peu un choc.

17 Puis aussi, faire face avec un peuple où il
18 est différent de nous avec sa langue, sa culture, ses
19 traditions. Ça a été vraiment agréable de constater qu'on
20 était quand même au Québec. Ça a été un peu un choc de voir
21 ces différences-là, à deux heures d'avion, puis on est
22 quand même au Québec, mais un peuple quand même très
23 différent.

24 **ME BERNARD JACOB** : Quelle préparation avez-
25 vous faite avant de vous présenter là, une fois engagé,

1 Monsieur Larose?

2 **M. JEAN-PIERRE LAROSE** : Écoutez, j'avais
3 quand même un petit aperçu de ce qu'était le service de
4 police, comment ça fonctionnait. Je me suis renseigné
5 auprès de collègues, j'ai parcouru des rapports annuels,
6 des statistiques, toutes sortes de documentations. Et
7 également, puisque j'étais à l'École nationale, il y avait
8 quelqu'un qui avait de l'expérience un peu au Nunavik, qui
9 y avait passé quelques années et il m'en a parlé. J'ai
10 rencontré cette personne-là, on a échangé sur différentes
11 choses de la réalité là-bas. Ça m'a grandement éclairé sur
12 certains points.

13 Il y avait également une formation en ligne
14 de l'Université Laval qui existait sur le Grand Nord
15 québécois, la culture, les traditions des Inuits. Vous
16 savez qu'il y a une chaire de recherche à l'Université
17 Laval de Québec sur le Grand Nord et je me suis inscrit à
18 ce cours en ligne. Malheureusement, le cours débutait lors
19 de mon entrée en fonction, donc je n'ai pas pu le suivre,
20 mais je vais le suivre, certainement, ce cours en ligne qui
21 est, on me dit, extrêmement enrichissant et intéressant.

22 Par contre, lorsque je suis arrivé à
23 Kuujjaq, j'ai vite constaté qu'il me manquait beaucoup
24 d'information, non pas sur l'organisation policière parce
25 que j'ai quand même un peu d'expérience, mais pour

1 comprendre ces gens-là davantage. J'ai vite constaté que
2 c'était nécessaire pour moi, pour bien effectuer mon
3 travail, de comprendre l'histoire, de comprendre la culture
4 inuite, d'échanger avec eux.

5 Je me suis inscrit à un cours, un atelier,
6 les traditions inuites : pendant trois jours, j'ai suivi
7 des ateliers avec des aînés, des Inuits et aussi des gens
8 comme moi qui voulaient en apprendre davantage sur le
9 peuple. Je vous dirais que j'ai grandement apprécié : ça
10 m'a éclairé sur beaucoup de choses, ça m'a permis de mieux
11 comprendre. Et je vous dirais que ça m'a également... on
12 parlait d'entrée de jeu, ce matin, qu'il fallait se dire la
13 vérité : je dois vous dire que là, j'ai compris beaucoup de
14 vérités sur le peuple inuit, que je ne possédais pas.

15 Lorsque je suis sorti de cet atelier-là, il
16 était clair pour moi et fondamental qu'on organise une
17 session d'ateliers sur la culture, les traditions et les
18 valeurs inuites pour l'ensemble de mon personnel et surtout
19 pour ceux qui arrivent dans le Grand Nord et même,
20 idéalement, si on pouvait, avant de les recruter, les
21 sensibiliser à ça pour qu'ils sachent vraiment à quoi
22 s'attendre et dans quoi ils s'embarquent. Ça serait
23 vraiment essentiel.

24 Ça a été fait, j'ai donné le mandat, on a
25 déjà un atelier d'une journée qui a été préparé un peu par

1 des gens de la communauté. Nous avons une conseillère en
2 prévention qui est inuite, qui a participé, qui a monté,
3 avec un policier inuit, cette présentation. Ils commencent
4 dès la semaine prochaine à faire le tour des communautés
5 pour offrir cet atelier-là à l'ensemble de mon personnel.

6 **ME BERNARD JACOB** : Parlant de formation,
7 comment ça peut prendre de temps pour donner toutes ces
8 formations? Je redis ma question : suite à vos constats au
9 bout de quelques mois puis la formation que vous avez eue,
10 quelles sont vos observations concernant la trame sociale
11 de la communauté inuite qui peuvent avoir un impact sur les
12 relations avec les corps policiers?

13 **M. JEAN-PIERRE LAROSE** : Effectivement, il y
14 a un grand impact sur ça. Ma brève connaissance sur le
15 peuple inuit... j'ai constaté d'emblée qu'il y a une grande
16 méfiance envers les autorités : les Inuits ont une
17 méfiance... et que je comprends, dû à leur passé, à ce qu'ils
18 ont vécu. Je l'ai sentie, cette méfiance-là, à travers mon
19 travail, cette préoccupation qu'ils ont de l'autorité :
20 l'autorité gouvernementale, l'autorité, évidemment,
21 policière. Cette méfiance-là est palpable et d'où, moi, mon
22 mandat, le souhait sur lequel je vais travailler fort,
23 c'est d'essayer de réduire cette méfiance-là autant que
24 possible. C'est de se rapprocher le plus possible de cette
25 communauté-là.

1 Et le message que je donne aux policiers
2 lorsqu'ils arrivent et ceux qui sont en poste, c'est... un
3 peu, au Nunavik, la patrouille... d'abord, la police au
4 Nunavik ne se fait pas comme la police au sud, tout de
5 suite en partant. C'est un peu, entre guillemets,
6 permettez-moi l'expression, on fait un peu de la « police
7 de brousse. »

8 Et je dis à mes policiers : « Écoutez, oui,
9 dans le sud, vous partez, vous avez des assignations, vous
10 avez des secteurs de patrouille, mais ce n'est pas comme ça
11 que ça se passe au Nunavik. Je veux que vous vous
12 impliquiez dans la communauté. La patrouille, c'est
13 secondaire. » Ils se doivent de s'impliquer pour gagner peu
14 à peu la confiance et c'est en participant à des activités,
15 en allant rencontrer le conseil de ville, en rencontrant
16 les associations de chasseurs, en rencontrant les aînés, en
17 participant à des activités dans des écoles, etc. Et ça
18 commence, je le vois, un peu, puis ils sont appréciés.

19 En contrepartie, j'ai un problème de
20 taille : la récurrence de mon personnel. Il y a un
21 mouvement de personnel incroyable. Plus de 50 % de mon
22 personnel a moins d'un an d'expérience au Nunavik. Or,
23 c'est une roue qui tourne continuellement et ça prend de la
24 stabilité dans nos villages et ça prend certainement cette
25 permanence-là pour que la relation de confiance s'installe

1 (19 pages)
2 Witness: Jean-Pierre Larose, Chief of
3 Kativik Regional Police Force
4 Submitted by Bernard Jacob, Commission
5 Counsel

6 **M. JEAN-PIERRE LAROSE** : Oui.

7 **ME BERNARD JACOB** : Oui? Alors, décrivez-moi
8 ce que c'est, au juste. I changed my order.

9 **M. JEAN-PIERRE LAROSE** : Il faut d'abord
10 comprendre en quoi consiste le territoire du Nunavik. Le
11 territoire du Nunavik, c'est 500 000 kilomètres carrés de
12 territoire. C'est le tiers du Québec.

13 **ME BERNARD JACOB** : Peut-être, Madame la
14 présidente, E-28, l'annexe H : on a la carte du Nunavik que
15 j'aimerais déposer.

16 --- **EXHIBIT 28**:

17 Map of Nunavik (one page)
18 Witness: Jean-Pierre Larose, Chief of
19 Kativik Regional Police Force
20 Submitted by Bernard Jacob, Commission
21 Counsel

22 **CHIEF COMMISSIONER MARION BULLER** : Just so
23 our record is clear, the CV of Mr. Larose is 25. The job
24 posting for Chief of Police is Exhibit 26?

25 **Me BERNARD JACOB**: Yes.

1 **CHIEF COMMISSIONER MARION BULLER:** Policing
2 in indigenous communities is Exhibit 27?

3 **Me BERNARD JACOB:** Yes.

4 **CHIEF COMMISSIONER MARION BULLER:** And the
5 map is 28?

6 **Me BERNARD JACOB:** That's it.

7 **CHIEF COMMISSIONER MARION BULLER:** Okay.
8 Thank you.

9 **ME BERNARD JACOB :** Alors, continuez.

10 **M. JEAN-PIERRE LAROSE :** Le territoire, 500
11 000 kilomètres carrés, le tiers du Québec et je crois que
12 c'est deux fois la France en termes d'étendue de
13 territoire. C'est 2 500 kilomètres de côtes. Ce sont
14 14 communautés qui sont principalement... qui longent les
15 2 500 kilomètres de côtes. Ce sont 13 000 habitants de
16 population, dont 90 % est composée d'Inuits.

17 Et je vous dirais qu'au Québec il existe
18 22 services de police autochtones. Le Service de police de
19 Kativik est unique en son genre, puisqu'il n'est pas
20 structuré comme les autres services de police autochtones
21 au Québec. C'est un service de police qui répond d'un
22 gouvernement régional, municipal, de Kativik. Donc, ce
23 sont 14 municipalités avec des conseils de ville, des
24 maires et non pas des chefs ou des conseils de bandes. Ça
25 s'apparente beaucoup à la structure des municipalités

1 régionales de comtés du sud du Québec.

2 Donc, en soi, le Service de police de
3 Kativik est unique par son organisation municipale
4 régionale et son gouvernement de Kativik qui la compose. Et
5 le conseil régional, en fait, qui se réunit tous les trois
6 ou quatre mois, c'est chacun des représentants désignés des
7 14 communautés qui forme le conseil régional avec une
8 présidente et une vice-présidente qui dirige le conseil
9 régional.

10 **ME BERNARD JACOB** : On voit sur la carte :
11 « Patrouilleurs population » ; vous voyez la carte?

12 **M. JEAN-PIERRE LAROSE** : Oui.

13 **ME BERNARD JACOB** : Combien y a-t-il de
14 postes de police?

15 **M. JEAN-PIERRE LAROSE** : Il y a 14 postes de
16 police pour les 14 communautés longeant de la baie D'Ungava
17 qui est le district Est, le détroit d'Hudson qui est le
18 district Nord et le district Ouest, qui est la baie
19 d'Hudson.

20 Alors, 14 communautés avec... dans l'ensemble
21 de la communauté, il y a 10 communautés où nous retrouvons
22 trois patrouilleurs. Il y a deux communautés qui sont à
23 quatre patrouilleurs puis deux autres communautés à cinq
24 patrouilleurs. Alors, les quatre communautés plus
25 importantes sont Kuujjuaq, Kuujjuarapik, Puvirntuk,

1 Inukjuak et Salluit.

2 **ME BERNARD JACOB** : Donc, on parle de combien
3 de policiers au total?

4 **M. JEAN-PIERRE LAROSE** : Au total, nous avons
5 48 patrouilleurs, 7 sergents de patrouille, deux agents de
6 prévention, deux agents de liaison de la Cour.

7 **ME BERNARD JACOB** : Un instant... exhibit E-27,
8 page 1, 2, the reverse of the second one. We have
9 effectives, 48 constables, you got it?

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

11 **ME BERNARD JACOB** : Okay, continue.

12 **M. JEAN-PIERRE LAROSE** : 48 constables, sept
13 sergents de patrouille, deux agents de prévention, deux
14 agents de liaison, un agent de renseignements criminels,
15 deux sergents détectives enquêteurs et nous avons six
16 employés-cadres, policiers-cadres qui m'accompagnent dans
17 l'équipe de direction : le chef de police qui est moi-même,
18 deux directeurs adjoints : un aux opérations et un à
19 l'administration et à la sécurité civile. Et nous avons
20 trois capitaines-cadres qui sont en charge des trois
21 districts que je vous ai mentionnés, soit un capitaine à
22 Kuujjuaq, qui représente la baie d'Ungava, un capitaine à
23 Salluit, qui représente le détroit d'Hudson et le nord et
24 un capitaine à Puvirntuk, qui représente la côte ouest de
25 la Baie d'Hudson.

1 **ME BERNARD JACOB** : Vous dites qu'il y a trois
2 policiers dans dix communautés, quatre dans deux, cinq dans
3 deux. Les communautés. On passe d'une communauté à l'autre
4 comment?

5 **M. JEAN-PIERRE LAROSE** : Les communautés...
6 le seul lien d'accès entre les communautés et l'ensemble
7 des communautés, c'est par avion. Ils ont chacun un
8 aéroport et pendant l'été, l'accès se fait aussi par bateau
9 uniquement. Alors, lien aérien et bateau pour à peu près
10 deux mois, deux mois et demi par année. Je pense que cette
11 année, ça va être plus court.

12 **ME BERNARD JACOB** : À trois policiers, il n'y
13 a pas de patrouille à deux, on se comprend? C'est
14 impossible!

15 **M. JEAN-PIERRE LAROSE** : Pas du tout.

16 **ME BERNARD JACOB** : Comment c'est organisé?
17 Quels sont les défis que vous avez? Parlez-moi du nombre de
18 policiers versus vos besoins : faites-moi un portrait pour
19 la Commission.

20 **M. JEAN-PIERRE LAROSE** : Écoutez :
21 actuellement, nous avons une entente tripartite entre le
22 gouvernement fédéral, provincial et Kativik qui fournit les
23 services de police. Cette entente-là est expirée depuis le
24 1^{er} avril dernier.

25 Vous savez, le Service de police de Kativik

1 a augmenté les effectifs de seulement quatre policiers en
2 15 ans. Alors, il y a 15 ans, ils étaient 54 et nous sommes
3 58-59 policiers. Et en 15 ans, comme vous pourrez le
4 constater, la population a grandement augmenté ;
5 évidemment, la criminalité a augmenté.

6 Il est clair et mon constat est très clair
7 qu'actuellement, nous sommes à bout de souffle. Mes
8 policiers travaillent en moyenne 70 heures par semaine : ce
9 n'est pas normal. Il y a du temps supplémentaire. Ce n'est
10 pas normal que je doive payer autant de temps
11 supplémentaire et de façon aussi régulière. Du temps
12 supplémentaire, c'est censé être exceptionnel.

13 Or, il est clair qu'on ne suffit plus à la
14 tâche et qu'on est vraiment -et je l'ai constaté - nous
15 sommes un peu à bout de souffle actuellement. Nous
16 demandons, dans le renouvellement de notre entente,
17 évidemment, une augmentation d'effectifs, des équipements
18 qui vont de soi.

19 **M. JEAN-PIERRE LAROSE** : Juste un moment :
20 une augmentation d'effectifs, ça serait de combien pour
21 permettre à vous gens de prendre des vacances?

22 **M. JEAN-PIERRE LAROSE** : Tout à fait. On
23 demande une trentaine de policiers additionnels sur cinq
24 ans, donc une moyenne de six policiers par année durant une
25 entente de cinq ans.

1 On demande également un centre d'appels,
2 parce que nous n'avons pas de centre d'appels au Nunavik.
3 Il serait essentiel d'avoir notre propre centre d'appels,
4 probablement basé à Kuujjuaq, avec du personnel inuit qui
5 parle inuktitut et qui pourrait effectivement filtrer nos
6 appels et mieux entrer en communication avec la communauté.

7 Actuellement, nos appels se rendent
8 directement sur les radios portatives des policiers et je
9 n'ai pas de la patrouille 24 heures sur 24 dans les
10 communautés. Ça nécessite donc du *stand-by*, comme on
11 appelle. Et parfois, les policiers, lorsqu'ils sont hors
12 service durant la nuit, sont appelés directement sur leur
13 radio, ils s'habillent et ils répondent aux appels. Alors,
14 on est en 2018 et je crois qu'il est essentiel pour la
15 population du Nunavik d'avoir des services policiers
16 adéquats et qui répondent aux besoins de cette population
17 qui... je vous le dis, on est extrêmement occupés, on m'avait
18 dit que j'avais beaucoup de courage d'aller au nord pour
19 diriger ce corps de police là et qu'il y avait beaucoup de
20 travail.

21 Mais j'ai été effectivement très surpris de
22 la quantité de travail et d'évènements majeurs qui se sont
23 passés durant mes cinq premiers mois. Je peux vous dire que
24 mon expérience à Longueuil n'a jamais été aussi intense que
25 mes cinq premiers mois au Nunavik en termes d'évènements

1 majeurs et je crois que vous en avez entendu parler
2 dernièrement dans les journaux, de ce qui s'est passé et ce
3 qui se passe au Nunavik.

4 Alors, c'est important, c'est majeur ce qui
5 se passe. Et je me rends compte également que pour
6 certaines personnes... j'explique mes statistiques,
7 j'explique le contexte du Nunavik et ils sont souvent
8 renversés et surpris d'apprendre ce qui se passe en haut.

9 **ME BERNARD JACOB:** Vous êtes sous une
10 administration municipale. Quel est le niveau minimal que
11 doit rencontrer une administration municipale en vertu de
12 la Loi sur la police?

13 **M. JEAN-PIERRE LAROSE :** On est, comme vous
14 le savez, exclus de la Loi sur la police concernant les
15 corps de police autochtone en termes de niveau de service.

16 **ME BERNARD JACOB :** Et si vous n'en étiez pas
17 exclus? Est-ce que vous atteignez le niveau 1?

18 **M. JEAN-PIERRE LAROSE :** Absolument pas. Si
19 on était inclus, comme un corps de police dans le sud comme
20 tel, nous devrions avoir et exécuter des services de police
21 de niveau 1. Et actuellement, on ne le fait pas et même
22 avec ce qu'on demande dans le renouvellement de notre
23 entente, je n'atteindrai pas le niveau 1.

24 Ce qu'on demande dans notre entente, c'est
25 le minimum : c'est un minimum et on est conscients de

1 l'importance de nos demandes, mais ça fait 15 ans que ça
2 n'a pas été... On fait face... on est comme face au mur,
3 actuellement. On a négligé ; au lieu d'augmenter les
4 effectifs au fur et à mesure durant ces années-là, on est
5 arrivés à un cul-de-sac. Et c'est sûr que c'est important,
6 ce qu'on demande, mais c'est le minimum et ça ne rencontre
7 même pas le niveau 1 d'un service de police qui se retrouve
8 dans le sud.

9 **ME BERNARD JACOB** : Je vais, Madame la
10 Présidente, aller à la pièce E-27... la troisième feuille, le
11 verso de la troisième feuille : « *Nunavik Total*
12 *Interventions* ». Pouvez-vous expliquer à la Commission ce
13 que c'est? « *Three years comparaison January 1st to December*
14 *31st.* »

15 **M. JEAN-PIERRE LAROSE** : Alors d'abord, en
16 termes d'évènements criminels au Nunavik pour l'année 2017,
17 nous avons eu 11 083 évènements criminels pour une
18 population pour une population de 13 000 habitants.

19 À titre comparatif, juste pour donner un
20 exemple, j'étais à Longueuil en 2012, on avait
21 18 000 évènements criminels par année pour une population
22 de 385 000 habitants. Alors, c'est extrêmement élevé.

23 **ME BERNARD JACOB** : Est-ce qu'il y a un
24 dénominateur commun en regard de ce niveau de crime là?

25 **M. JEAN-PIERRE LAROSE** : Écoutez, évidemment,

1 malheureusement, il y a beaucoup d'infractions criminelles
2 qui se commettent par des gens en état d'ébriété. Juste
3 pour vous donner un exemple...

4 **ME BERNARD JACOB** : La page suivante, de
5 statistiques... Nunavut Crimes, yes.

6 **M. JEAN-PIERRE LAROSE** : En termes de voies
7 de fait, des assauts contre policiers par année, on en a
8 335 et, au total, on a 2 218 évènements de voies de fait.

9 En termes d'agressions sexuelles, nous
10 avons 446 agressions sexuelles en 2017, toutes confondues,
11 de différents niveaux.

12 En termes de conduite avec facultés
13 affaiblies, en 2017, 643 accusations et arrestations.

14 Malheureusement, en 2017, nous avons eu
15 7 meurtres et 13 tentatives de meurtre. Actuellement, au
16 moment où je vous parle, nous sommes rendus à deux meurtres
17 et deux tentatives de meurtre et le mois d'avril... euh, le
18 mois de juin inclus. Or, c'est de la criminalité assez
19 importante que nous vivons au Nunavik et qui exige beaucoup
20 de ressources et beaucoup de spécialisations en termes de
21 spécialistes en scènes de crime, et cetera.

22 **Me BERNARD JACOB** : En matière d'agressions
23 sexuelles, quel est le rôle de la Sûreté du Québec?

24 **M. LAROSE** : En fait, nous avons un protocole
25 d'entente avec la Sûreté du Québec qui date de 2013...

1 **Me BERNARD JACOB:** OK.

2 **M. LAROSE:** ...qui prévoit... oui?

3 **Me BERNARD JACOB:** Juste un élément.

4 Madame la présidente, onglet E, ça va
5 devenir la pièce E-29, « Entente sur le financement
6 complémentaire pour la prestation de services policiers ».

7 C'est bien cette entente-là?

8 **M. LAROSE:** Oui.

9 **--- EXHIBIT 29:**

10 Agreement between Kativik Regional
11 Government and the Government of Quebec
12 and Canada title « Entente sur le
13 financement complémentaire pour la
14 prestation des services policiers 2014-
15 2018 » (7 pages)

16 Witness: Jean-Pierre Larose, Chief of
17 Kativik Regional Police Force

18 Submitted by Bernard Jacob, Commission
19 Counsel

20 **Me BERNARD JACOB:** OK. Continuez. Je

21 m'excuse.

22 **CHIEF COMMISSIONER MARION BULLER:**

23 Exhibit 29.

24 **Me BERNARD JACOB:** Yes.

25 **M. LAROSE:** Alors, elle date de 2013. Moi,

1 j'en ai pris connaissance lors de mon arrivée parce que je
2 posais des questions sur la présence de la Sûreté du Québec
3 au Nunavik. Elle est basée actuellement directement en face
4 de notre poste de police à Kuujjuaq. Cette entente-là
5 prévoit d'avoir sept policiers de la Sûreté du Québec,
6 sept... en fait, six policiers comme tels, un directeur de
7 poste, un chef d'équipe, des enquêteurs et commis à
8 l'administration, et depuis mon arrivée, malheureusement,
9 et pour probablement les mêmes raisons que j'ai de
10 difficultés à obtenir du personnel au Nord, y'a à peu près
11 l'équivalent d'une personne, d'un policier qui est présent
12 dans le Nord à Kuujjuaq.

13 **Me BERNARD JACOB:** Excusez-moi, mon erreur,
14 Madame la présidente, c'est la pièce sous l'onglet F, ça va
15 devenir la pièce E-30. Je suis sincèrement désolé. E-30,
16 Exhibit E-30. It's all right?

17 **CHIEF COMMISSIONER MARION BULLER:**

18 Okay. Oui.

19 --- **EXHIBIT 30:**

20 Document « Protocole de coordination du
21 travail en enquête et de soutien
22 opérationnel au Nunavik » signed at
23 Kuujjuaq August 28, 2013 (five pages)
24 Witness: Jean-Pierre Larose, Chief of
25 Kativik Regional Police Force

1 Submitted by Bernard Jacob, Commission
2 Counsel

3 **Me BERNARD JACOB:** Donc, vous allez à 1.2.

4 **CHIEF COMMISSIONER MARION BULLER:** Thank you.

5 **Me BERNARD JACOB:** C'est ce que vous dites?

6 **M. LAROSE:** Oui. Un directeur de poste, un
7 responsable d'équipe, un agent de liaison autochtone, trois
8 enquêteurs et un membre civil de secrétariat.

9 **Me BERNARD JACOB:** Combien y'a de policiers
10 actuellement de la Sûreté du Québec à Kuujjuaq?

11 **M. LAROSE:** Ben, je vous dirais qu'en termes
12 de présences, c'est d'environ un et demi, pour toutes
13 sortes de raisons, comme je vous expliquais, et la Sûreté
14 du Québec en est consciente.

15 J'ai rencontré dernièrement la haute
16 direction de la Sûreté du Québec pour leur faire part de
17 cette problématique-là de mon désir de renouveler le
18 protocole et de voir avec eux comment on peut mieux
19 travailler et avoir une complémentarité et une présence
20 accrue au Nunavik. Or, ils en sont conscients.

21 Dernièrement, ils ont proposé un genre de
22 projet pilote pour envoyer des enquêteurs pour une durée de
23 trois semaines à intervalles de quelques mois pour nous
24 aider dans les dossiers, et des enquêteurs d'expérience,
25 parce que la problématique avec le protocole que nous avons

1 actuellement, ce sont... on avait, pour les peu de fois
2 qu'ils étaient présents, parce que les vacances, la
3 formation, ces policiers-là étaient de jeunes policiers,
4 pas nécessairement des enquêteurs formés, alors donc,
5 c'était... c'était pas très utile pour nos besoins
6 actuellement, et pour revenir à votre question d'agressions
7 sexuelles et tout ça, nous, on fait les enquêtes
8 préliminaires et on fait le minimum dans le contexte de nos
9 responsabilités, mais ça prend, par exemple, des enquêteurs
10 formés pour ce qu'on appelle le C-15, c'est faire des
11 interrogatoires vidéos sur des enfants, mais ces gens-là
12 doivent être formés. Or, ce qu'on n'a pas, nous.

13 Et ça, ça nécessite des délais qui sont, à
14 mon avis, inacceptables. Actuellement, récemment, j'ai reçu
15 une plainte en déontologie relativement à ce délai qui ne
16 peut pas être effectué dans un court délai parce qu'on sait
17 très bien qu'en matière d'agressions sexuelles et
18 d'interrogatoires de témoins, et particulièrement
19 d'enfants, il faut essayer d'effectuer ça le plus
20 rapidement possible.

21 **Me BERNARD JACOB:** Et c'est quoi le délai
22 actuellement?

23 **M. LAROSE:** On parle de six mois.

24 **Me BERNARD JACOB:** Six mois pour interroger
25 une victime d'agression sexuelle par un enquêteur

1 spécialisé conformément aux obligations de la loi. C'est
2 bien ça?

3 **M. LAROSE:** C'est bien ça.

4 **Me BERNARD JACOB:** Et qu'est-ce qui arrive
5 quand que y'a eu un crime majeur? La Sûreté du Québec monte
6 en combien de temps?

7 **M. LAROSE:** Alors, on a une procédure avec la
8 Sûreté du Québec évidemment en matière de crimes majeurs,
9 d'évènements majeurs. Récemment, y'a eu... avant mon arrivée,
10 y'avait des délais quand même assez importants et y'a eu
11 des discussions, des échanges, des lettres essayant de
12 réduire et... ces délais-là.

13 Faut comprendre que y'avait une procédure
14 puis avant d'appeler les Crimes majeurs ou le Centre de
15 vigie et de coordination à Montréal à la Sûreté, fallait
16 passer par le bureau de Kuujjuaq, c'était un intermédiaire
17 supplémentaire qui augmentait les délais. Or, après
18 discussions et tout ça, on a réussi à s'entendre pour dire
19 que dorénavant on évite cet intermédiaire-là et on
20 communique directement avec le CVCO de la Sûreté du Québec
21 à Montréal, et je peux vous dire que j'en ai vécu des
22 évènements majeurs nécessitant leur assistance dans les
23 derniers cinq mois et ça l'a quand même très bien amélioré
24 le temps de réponse, mais y'en demeure pas moins que c'est
25 une moyenne de 15 à 18 heures d'attente, ce qui, faut

1 comprendre, on est policiers, quand on est dans une
2 communauté de trois policiers, que je dois protéger la
3 scène de crime à -40, avec des conditions de blizzard,
4 c'est pas évident. On doit protéger les scènes, on doit
5 attendre la venue de la Sûreté du Québec, et évidemment,
6 eux aussi ont des contraintes de mobilisation de leur
7 personnel, de noliser un avion et espérant que la
8 température est favorable.

9 **Me BERNARD JACOB:** Ce qui y'aurait pas si
10 l'entente E-30 était respectée.

11 **M. LAROSE:** Ben, en fait, l'entente du poste
12 de police c'est pour un peu nous supporter dans les
13 enquêtes, des enquêtes courantes, c'est pas eux qui vont
14 traiter des évènements majeurs.

15 **Me BERNARD JACOB:** OK.

16 **M. LAROSE:** Ce sont... c'est un peu centralisé
17 à la Sûreté du Québec, et c'est des crimes contre la
18 personne avec des enquêteurs chevronnés, expérimentés,
19 formés qui... et ils descendent lorsqu'ils descendent au
20 Nunavik pour un meurtre ou un évènement majeur, ben, c'est
21 minimum une équipe de sept à huit personnes de la Sûreté.

22 **Me BERNARD JACOB:** OK. Mais pour une
23 agression sexuelle, ils font pas ça.

24 **M. LAROSE:** Non. Une agression, c'est pas... on
25 fait l'enquête préliminaire, et là on demande assistance

1 pour aller plus loin, et c'est nécessairement une enquête
2 d'agression sexuelle de niveau 1, on la fait, mais lorsque
3 ce n'est plus dans notre responsabilité d'effectuer des
4 enquêtes sexuelles avec blessures, ce qu'on appelle des
5 agressions sexuelles aggravées.

6 **Me BERNARD JACOB:** OK. Toujours dans la
7 pièce E-30, on parle de transport des détenus qui est sous
8 la responsabilité et la coordination du corps de police
9 régional de Kativik. Vous faites en moyenne combien
10 d'arrestations par jour, puis c'est quoi l'impact sur votre
11 corps de police, ces arrestations-là?

12 **M. LAROSE:** Le transport des détenus est un
13 enjeu majeur au Nunavik. Nous effectuons en moyenne par
14 année 800 escortes de détenus par année et ça l'occasionne
15 beaucoup de problématique en termes de gestion de notre
16 personnel, puis c'est des couts faramineux. Pour vous
17 donner un peu un ordre de grandeur, le transport, les
18 escortes et le gardiennage de nos détenus par année nous
19 coutent 3,3 millions de dollars par année, ce qui
20 représente 15 % de notre budget annuel. Or, ces 400 000 \$
21 de temps supplémentaire pour les policiers qui effectuent
22 des escortes, c'est 2 millions de dépenses en transport
23 aérien, incluant les policiers qui doivent escorter un
24 détenu, et c'est environ 850 000 \$ de gardiennage au
25 Nunavik par année. Or, c'est majeur.

1 Et le gros inconvénient, c'est lorsque je
2 dois escorter un prisonnier, que nous devons escorter un
3 prisonnier jusqu'à Montréal, j'enlève un policier d'une
4 communauté, et vous comprendrez facilement qu'à trois
5 policiers, j'en retire un pour qu'ils effectuent l'escorte;
6 or, c'est 33 % de mes effectifs qui sont coupés et ça prive
7 ma communauté d'une présence policière importante et ça
8 sollicite doublement mes deux autres policiers qui sont là
9 qui doivent maintenir le service. Or, ils n'ont aucun
10 répit. C'est pour ça que je dis qu'ils sont à bout de
11 souffle.

12 Et le processus de transport des détenus, à
13 mon avis, et le Protecteur du citoyen l'a mentionné à
14 maints égards avec beaucoup de recommandations, c'est...
15 c'est... on ne rencontre pas les obligations de la loi à les
16 faire comparaître en dedans de 24 heures. C'est
17 physiquement, matériellement impossible pour nous à cause
18 du transport, à cause de toutes sortes d'inconvénients,
19 même le transport, l'avion est prêt, mais la température ne
20 le permet pas; or, c'est arrivé que le détenu a comparu
21 presque sept, huit jours après son arrestation.

22 Et il faut comprendre que le cheminement
23 d'une arrestation au Nunavik, on arrête un individu et on
24 prétend qu'il faut le détenir, donc on procède à une
25 comparution téléphonique. La comparution téléphonique se

1 fait et la Couronne, le juge, on s'entend tous que ce
2 détenu... ce prévenu-là doit être détenu. Or, là débute le
3 processus de transport et d'escorte. Or, c'est mon policier
4 par exemple qui part de Salluit; or, il s'en vient à
5 Kuujjuaq par un petit avion, par la suite il est transféré
6 par un plus gros transporteur, First Air, qui s'en va à
7 Montréal. Par la suite, rendu au terminal de Montréal à la
8 porte 17, c'est les Services correctionnels en fourgon qui
9 viennent récupérer le détenu. Parfois, même plus souvent
10 qu'autrement malheureusement, on attend des heures et des
11 heures avant que le fourgon arrive, et là le détenu est
12 transporté par fourgon, dans un premier temps à Saint-
13 Jérôme, et dans un deuxième temps c'est un autre fourgon ou
14 un transfert qui se fait pour l'amener à Amos, parce que
15 c'est à Amos qu'il va comparaitre.

16 **Me BERNARD JACOB:** Pourquoi vous l'amenez pas
17 directement à Amos?

18 **M. LAROSE:** C'est les... nous, notre
19 responsabilité, c'est de le transporter à Montréal et c'est
20 là que le Service correctionnel en prend charge. Et le
21 fonctionnement, le système correctionnel fait en sorte que...
22 et aussi la Justice, fait en sorte que les prévenus du Nord
23 québécois, du Nunavik, comparaissent à Amos.

24 **Me BERNARD JACOB:** Et le Service
25 correctionnel est sous la responsabilité de quel ministère?

1 **M. LAROSE:** De la... du ministère de la
2 Sécurité publique.

3 **Me BERNARD JACOB:** Vous avez parlé tout à
4 l'heure que vous vouliez faire... ah, je vais poser une
5 question tout de suite.

6 C'est quoi le moral des troupes
7 actuellement, de vos policiers?

8 **M. LAROSE:** Écoutez, mes policiers sont
9 extrêmement, et j'ai été surpris de voir leur
10 détermination, leur dévouement, ils comprennent les
11 difficultés du Grand-Nord, les limites de tout ça, mais
12 comme je vous l'ai dit, ils sont épuisés, ils sont... je ne
13 suis pas en mesure de... c'est pas sain en soi pour une
14 organisation policière de faire travailler et de... il faut
15 comprendre que trois policiers dans une communauté, ils
16 doivent sortir à un moment donné, ils doivent avoir un peu
17 de répit, et surtout, ce qui arrive, malgré qu'ils sont en
18 congé, ils ne décrochent jamais, ils sont en stand-by,
19 parce que lorsque leur collègue travaille en solo le jour
20 ou le soir et que y'a un appel important, ben, il le
21 rappelle en devoir pour venir l'assister. Alors, c'est
22 excessivement demandant et évidemment, ça contribue à un
23 roulement de personnel, évidemment.

24 **Me BERNARD JACOB:** Dites-moi, vous voulez
25 faire une formation pour la réalité inuite. Vous avez

1 combien de policiers inuits actuellement?

2 **M. LAROSE:** Nous en avons trois, dont une
3 policière inuite, jeune, fraîchement graduée de l'École
4 nationale de police.

5 **Me BERNARD JACOB:** Et combien de membres de
6 la communauté autochtone autres qu'inuits?

7 **M. LAROSE:** Actuellement, on n'en a pas, mais
8 on a procédé autrement un petit peu, on a sorti des
9 sentiers battus en termes de recrutement. Dernièrement, on
10 a été au collège Holland Atlantic College à l'Île-du-
11 Prince-Édouard pour aller recruter des policiers qui
12 étaient en formation là-bas et que l'École nationale de
13 police du Québec reconnaissent en autant qu'ils effectuent
14 une journée d'équivalence qu'on appelle pour les lois, les
15 règlements provinciaux de la province et tout ça. Alors,
16 nous avons procédé à six engagements de ce collège-là, et
17 prochainement ces candidats-là vont aller subir leur
18 équivalence à l'École nationale de police et vont débiter
19 prochainement.

20 On a eu l'opportunité d'aller là-bas, ce
21 sont de très bons candidats, un peu plus âgés que ceux qui
22 sortent de l'École nationale de police, et c'est des gens
23 qui sont issus de communautés autochtones, pas des... j'en ai
24 pas d'Inuits, mais de communautés autochtones et qui
25 parlent anglais également, alors on espère que cette

1 avenue-là soit prometteuse.

2 De plus, en termes de recrutement, pour nous
3 aider davantage, on a été également au Collège d'Alma où on
4 a donné des promesses d'embauche à des candidats qui
5 étaient dans le programme de formation policière autochtone
6 et qui vont prochainement, à la fin du mois d'août, suivre
7 leur formation policière à l'École nationale de police
8 pendant 15 semaines.

9 **Me BERNARD JACOB:** Parlant de l'École
10 nationale de police, l'École nationale de police, vous avez
11 travaillé là...

12 **M. LAROSE:** Oui.

13 **Me BERNARD JACOB:** ...offre des
14 perfectionnements.

15 **M. LAROSE:** Oui.

16 **Me BERNARD JACOB:** Combien ça vous coute par
17 rapport aux communautés du Sud?

18 **M. LAROSE:** Extrêmement cher.

19 **Me BERNARD JACOB:** Expliquez.

20 **M. LAROSE:** Pour la simple et bonne raison
21 que les communautés autochtones policières ne contribuent
22 pas au 1 % de la masse salariale des policiers et
23 policières du Québec. Alors, de ce fait, lorsque les
24 communautés des services de police autochtones vont en
25 formation à l'École nationale, ben, ils paient le plein

1 prix, et le plein prix étant des sommes astronomiques. Or,
2 pour vous donner un ordre de grandeur encore une fois, un
3 policier qui provient d'un service de police autochtone,
4 pour sa formation de base de 15 semaines à l'École
5 nationale de police, ben, ça coute 27 000 \$, contrairement
6 à un policier du Sud qui est assujetti à la *Loi sur la*
7 *police* et qui techniquement va se faire recruter par un
8 service policier du Sud, alors tous les services policiers
9 du Sud contribuent à l'École nationale à raison de 1 % de
10 leur masse salariale pour financer cette formation-là de
11 base; or, les policiers, ça leur coute 7 000 \$ et c'est
12 principalement l'hébergement et les frais de repas qu'ils
13 doivent assumer.

14 **Me BERNARD JACOB:** Qu'est-ce que le Bureau
15 d'enquêtes indépendantes - je suis pressé - est..

16 **M. LAROSE:** Deux minutes, je pense.

17 **Me BERNARD JACOB:** Oui. Le Bureau d'enquêtes
18 indépendantes puis les difficultés rencontrées avec eux?

19 **M. LAROSE:** Ben, écoutez, les bureaux
20 d'enquêtes indépendantes pour nous, c'est quand même
21 important. Rapidement, la difficulté rencontrée, c'est la
22 définition de qu'est-ce est-ce une blessure grave qui a des
23 conséquences pour la vie.

24 Au Nunavik, dernièrement, on a eu certains
25 incidents et vous savez, lorsqu'on fait une intervention

1 policière on blesse quelqu'un, exemple un bras cassé, ben,
2 la vie n'est pas en danger, mais on doit le transporter par
3 MedEvac parce qu'il n'a pas d'hôpitaux dans sa communauté
4 et y'a pas nécessairement de médecin. Donc, on me dit, ben
5 là, si on transporte quelqu'un par avion-ambulance, c'est
6 assez important. Pas nécessairement. Pas nécessairement au
7 Nunavik. Or, ça peut être... donc... et c'est pas clair encore
8 pour l'ensemble des services policiers, non seulement au
9 Nunavik, la définition de « blessure grave » ayant des
10 conséquences sur la vie. Alors...

11 **Me BERNARD JACOB:** Donnez-moi un exemple à
12 propos d'une femme qui s'est fait casser un bras.

13 **M. LAROSE:** Ben, effectivement, y'a eu une
14 intervention policière - je voudrais pas trop commenter là-
15 dessus - dernièrement et que y'a eu un premier constat pour
16 nous, y'avait eu un bras cassé, une fracture du bras.

17 **Me BERNARD JACOB:** Avec?

18 **M. LAROSE:** Mais...

19 **Me BERNARD JACOB:** Avec quoi?

20 **M. LAROSE:** En la heurtant avec le véhicule
21 pour empêcher qu'elle aille agresser quelqu'un avec un
22 couteau. Donc, on a quand même communiqué avec le BEI et,
23 bon, à la lumière des informations, ça ne répondait pas
24 tout à fait aux standards, évidemment. Mais par la suite,
25 cette personne-là, on n'a pas eu de retour au niveau

1 médical, elle a été transportée MedEvac malgré tout, et
2 effectivement y'a eu des blessures un peu plus graves que
3 ce que nous avons constaté au tout début. On a rappelé le
4 BEI et finalement ils ont repris l'enquête.

5 Mais c'est une difficulté, c'est un exemple
6 qui fait en sorte qu'on devra s'asseoir, je pense,
7 ensemble, puis j'ai offert toute ma collaboration au BEI, à
8 Me Giauque, pour essayer de clarifier ce qu'est vraiment
9 une blessure grave pouvant avoir des conséquences sur la
10 vie. Alors, on va travailler là-dessus.

11 **Me BERNARD JACOB:** Madame la présidente, avec
12 la permission, j'ai défon... j'ai dépassé mon temps, mais
13 j'aimerais déposer sous les cotes suivantes, l'onglet C,
14 « Convention collective de l'Administration Kativik », nous
15 serions rendus à E-31, si je me trompe pas. C'est bien ça,
16 Madame la présidente?

17 **CHIEF COMMISSIONER MARION BULLER:** 31.

18 --- **EXHIBIT 31:**

19 Collective agreement between
20 l'Administration régionale Kativik and
21 l'Association des policiers du Nunavik
22 2013-2017 (83 pages)
23 Witness: Jean-Pierre Larose, Chief of
24 Kativik Regional Police Force
25 Submitted by Bernard Jacob, Commission

1 Counsel

2 **Me BERNARD JACOB:** Et l'onglet D, l'entente
3 de la prestation, c'est l'entente tripartite, c'est ça?

4 **M. LAROSE:** C'est l'entente tripartite. Faut
5 comprendre que, au Nunavik, notre budget du service de
6 police est de 20 millions pour l'exercice 2017, et nous
7 avons une entente bipartite également avec le gouvernement
8 du Québec au MSP de l'ordre de 3,2 millions par année en
9 complémentarité pour subvenir à nos besoins opérationnels.
10 Or, c'est ce qu'on a comme budget pour l'année qui s'est
11 expirée... pour l'entente qui s'est expirée au mois de mars
12 2018.

13 **Me BERNARD JACOB:** Donc, Madame la
14 présidente, l'entente tripartite est sous E-32.

15 **CHIEF COMMISSIONER MARION BULLER:** Tab,
16 please?

17 **Me BERNARD JACOB:** Ah, Tab D.

18 **CHIEF COMMISSIONER MARION BULLER:** Okay. 32,
19 please?

20 **Me BERNARD JACOB:** Yes. Est l'entente
21 complémentaire que le gouvernement du Québec a déjà déposée
22 sous E-29.

23 --- **EXHIBIT 32:**

24 Tripartite agreement between Kativik
25 Regional Government, the Government of

1 **LE GREFFIER:** Merci.

2 **--- INTERROGATOIRE-EN-CHEF PAR/EXAMINATION-IN-CHIEF BY Me**
3 **BERNARD JACOB:**

4 **Me BERNARD JACOB:** Alors, Monsieur Coleman,
5 bonjour.

6 Quelle est votre occupation?

7 **M. RICHARD COLEMAN:** Je suis directeur du
8 Bureau des relations avec les Autochtones au ministère de
9 la Sécurité publique du Québec.

10 **Me BERNARD JACOB:** Vous êtes directeur depuis
11 quand?

12 **M. RICHARD COLEMAN:** Depuis le 19 juin 2017.

13 **Me BERNARD JACOB:** Auparavant, quelle était
14 votre occupation?

15 **M. RICHARD COLEMAN:** J'étais directeur
16 principal à la sécurité dans les palais de justice des
17 Affaires autochtones et du Nord.

18 **Me BERNARD JACOB:** Donc, vous faisiez... vous
19 aviez pas une direction autonome pour les Affaires
20 autochtones, mais vous occupiez les mêmes fonctions
21 sensiblement, vous alliez au palais de justice en plus, et
22 l'autre élément, c'est quoi?

23 **M. RICHARD COLEMAN:** Et du Nord. Dans le
24 fond, j'ai été directeur principal de 2013 à 2017. Avant
25 2013, j'étais directeur des Affaires autochtones jusqu'en

1 2004. On va de reculons un petit peu, Maitre.

2 **Me BERNARD JACOB:** OK. Je vous montre, Madame
3 la présidente, Tab A, first binder of Mr. Coleman.

4 Le Tab A, « Richard Coleman, directeur du
5 Bureau des relations avec les Autochtones ». Vous
6 reconnaissez ce document-là, Monsieur Coleman?

7 **M. RICHARD COLEMAN:** Oui.

8 **Me BERNARD JACOB:** Qu'est-ce que c'est?

9 **M. RICHARD COLEMAN:** C'est... je vais mettre
10 mes lunettes.

11 **Me BERNARD JACOB:** C'est un document que vous
12 m'avez produit.

13 **M. RICHARD COLEMAN:** Oui, c'est mes notes
14 biographiques.

15 **Me BERNARD JACOB:** D'accord. Juste pour
16 comprendre, vous dites au quatrième paragraphe :

17 « À la fin 2004, la mise en place
18 dirigeait la demande du sous-ministre
19 de l'époque, la Direction des affaires
20 autochtones du MSP. »

21 Je comprends que la Direction a déjà existé
22 de 2004 à...?

23 **M. RICHARD COLEMAN:** La Direction des
24 affaires autochtones a existé de août 2004 à octobre 2013.

25 **Me BERNARD JACOB:** OK. Et à ce moment-là,

1 y'avait combien de personnes qui faisaient partie de cette
2 direction-là, Monsieur Coleman?

3 **M. RICHARD COLEMAN:** En 2013, on avait un,
4 deux, trois... six ou sept employés de mémoire.

5 **Me BERNARD JACOB:** OK. Six ou sept employés à
6 la Direction des affaires autochtones.

7 **M. RICHARD COLEMAN:** Oui.

8 **Me BERNARD JACOB:** Et actuellement, vous en
9 avez combien?

10 **M. RICHARD COLEMAN:** Le Bureau... on est trois
11 au Bureau des relations.

12 **Me BERNARD JACOB:** OK. Donc, vous êtes trois
13 au Bureau des relations, y'a... incluant vous-même?

14 **M. RICHARD COLEMAN:** Affirmatif.

15 **Me BERNARD JACOB:** OK. Et les deux autres
16 personnes, ce sont des professionnels?

17 **M. RICHARD COLEMAN:** Oui, c'est des
18 professionnels au niveau expert.

19 **Me BERNARD JACOB:** OK. Combien de personnes
20 provenant des communautés autochtones sont au Bureau des
21 affaires autochtones du ministère de la Sécurité publique?

22 **M. RICHARD COLEMAN:** Aucun.

23 **Me BERNARD JACOB:** De 2003 à 2007, dans
24 l'ancienne direction, vous étiez sept personnes. Combien
25 faisaient partie des affaires... des communautés autochtones?

1 **M. RICHARD COLEMAN:** On a eu une personne.

2 **Me BERNARD JACOB:** OK. Pourquoi le gouverne...
3 le ministère de la Sécurité publique a fait disparaître
4 votre direction qui était en fonction avec sept personnes
5 de 2003 à 2007? Le savez-vous? On vous l'a-tu expliqué?

6 **M. RICHARD COLEMAN:** Ben, dans le fond... dans
7 le fond, faut comprendre que l'année dernière suite aux
8 évènements qu'on appelle communément « les affaires
9 entourant la Vallée-de-l'Or », la sous-ministre m'a demandé
10 d'occuper un nouveau... des nouvelles fonctions. La question
11 des ententes de police, la négociation des ententes de
12 police a resté à la Direction générale des affaires
13 policières. Bon, moi, je suis à la Direction générale des
14 affaires ministérielles. Vous pouvez voir l'organigramme un
15 peu là, c'est comme deux branches séparées un petit peu là.

16 **Me BERNARD JACOB:** Mais c'était pas ça, ma
17 question. C'est pourquoi ils vous ont fait disparaître
18 quand vous étiez sept? Vous dites que vous aviez une
19 direction de 2003 à 2007, c'est bien ça? J'ai bien compris?

20 **M. RICHARD COLEMAN:** De 2004 à 2013.

21 **Me BERNARD JACOB:** Bon, c'est encore mieux,
22 2004 à 2013.

23 **M. RICHARD COLEMAN:** C'est encore mieux.

24 **Me BERNARD JACOB:** Pourquoi ils vous font
25 disparaître en 2013 comme direction?

1 **M. RICHARD COLEMAN:** Les gens me suivent. La
2 direction de... la direction était intégrée dans une grande
3 direction principale que je dirige, alors les gens me
4 suivent tout simplement.

5 **Me BERNARD JACOB:** OK. Y'en a... c'est qu'on
6 passe de quatre à trois... euh, de sept à trois, c'est bien
7 ça?

8 **M. RICHARD COLEMAN:** Les sept personnes me
9 suivent dans la direction principale. En 2017, ces gens-là...
10 y'a une personne qui me suit au Bureau, les autres restent
11 aux Affaires policières.

12 **Me BERNARD JACOB:** OK. Donc, résultat net, on
13 a une perte de personnes dédiées aux Affaires autochtones
14 au ministère de la Sécurité publique par rapport à 2013.

15 **M. RICHARD COLEMAN:** Non, en fait c'est faux.
16 ON a un poste de professionnel expert qui est ajouté par la
17 sous-ministre au Bureau avec moi, mais les autres... les
18 autres gens restent dans la Direction générale des affaires
19 policières. Ça fait que y'a autant de monde, y'a même une
20 personne de plus dans le fond.

21 **Me BERNARD JACOB:** OK. Donc, je comprends,
22 mais elle est pas affectée uniquement aux affaires
23 autochtones. C'est ce que je comprends.

24 **M. RICHARD COLEMAN:** Non, non, elle est au
25 Bureau avec moi.

1 Me BERNARD JACOB: Oui, mais les six autres?

2 M. RICHARD COLEMAN: Les autres sont dédiés à
3 négociation police autochtone.

4 Me BERNARD JACOB: Je... OK, ils font juste ça.

5 M. RICHARD COLEMAN: Ils font juste ça.

6 Me BERNARD JACOB: OK. Je comprends que on
7 les a sortis de votre giron...

8 M. RICHARD COLEMAN: Enfin...

9 Me BERNARD JACOB: ...pour la question des
10 négociations.

11 M. RICHARD COLEMAN: En fait, on m'a sorti du
12 giron. <Rires>

13 Me BERNARD JACOB: OK.

14 M. RICHARD COLEMAN: C'est plutôt ça.

15 Me BERNARD JACOB: Vous avez également, je
16 pense, négocié des ententes sur la prestation de divers
17 services, dont les services de policiers autochtones,
18 assuré le suivi. On a examiné, on les a dans le binder 2,
19 les...

20 Madame la présidente, les tables... la
21 table H. Je vais déposer en liasse les différentes ententes
22 des communautés autochtones.

23 C'est bien les ententes que vous avez
24 négociées?

25 M. RICHARD COLEMAN: Moi, j'ai été

1 responsable de la négociation des ententes de 2004 à 2017.
2 On a actuellement... comme dans le PowerPoint, qui est
3 indiqué dans le PowerPoint, je crois que nous allons le
4 déposer si c'est pas déjà fait, on a 22 ententes
5 effectivement de négociées.

6 **Me BERNARD JACOB:** Donc, vous étiez impliqué
7 dans ces négociations-là?

8 **M. RICHARD COLEMAN:** Jusqu'à l'an dernier,
9 effectivement.

10 **Me BERNARD JACOB:** Et je comprends que, somme
11 toute, elles se ressemblent? La base des négociations,
12 c'est quoi?

13 **M. RICHARD COLEMAN:** En fait, y'a des nuances
14 importantes à amener là. Dans le fond, au Québec, dans les
15 22 ententes, nous avons trois ententes par convention, par
16 traité : on a l'Entente de Eeyou Istchee pour les Cris, ça
17 découle de la Convention de la Baie-James avec un dernier
18 amendement législatif en 2008, c'est une grande police
19 régionale des neuf communautés crie de Eeyou Istchee; nous
20 avons l'Entente que vous avez eu une très belle
21 présentation de mon confrère Larose pour les Inuits, une
22 autre entente qui existe dans un traité, la Convention de
23 la Baie-James depuis 1975; on a un autre quart de police
24 qui représente les Naskapis de Kawawachikamach qui est
25 aussi une entente de traité, le Traité du Nord-Est

1 québécois qui existe depuis 1978.

2 Ensuite, nous avons deux autres ententes qui
3 sont particulières. Nous en avons une pour la police des
4 Abénaquis, un service de police autogéré qui dessert deux
5 communautés abaniquaises dans la grande région du Centre-
6 du-Québec, c'est-à-dire Wôlinak et Odanak, et nous avons
7 une entente particulière Québec avec le Conseil des Mohawks
8 de Kahnawake qui est une entente qui crée les *Peacekeepers*
9 de Kahnawake, un autre service de police autogéré.

10 Alors, comme vous pouvez voir, je fais fie
11 des autres ententes, mais on a plusieurs types de services
12 de police autogérés.

13 **Me BERNARD JACOB:** Il y a plusieurs types de
14 polices autogérées, mais la question que je me pose, est-ce
15 qu'il y a une base commune de négociation? Je donne un
16 exemple, si vous êtes une infirmière à Gaspé ou à Montréal
17 ou à Val d'Or, vous allez gagner la même base salariale.
18 Si vous êtes un enseignant à Sept-Îles ou à Québec ou à
19 Rouyn, vous allez gagner la même base salariale.

20 Est-ce que vous avez une base commune de
21 répartition des ressources pour l'ensemble des services de
22 police autogérés par les communautés autochtones, des
23 règles budgétaires, en quelque sorte?

24 **M. RICHARD COLEMAN :** Pas vraiment dans le
25 sens que chaque besoin est différent. Si on prend le

1 modèle des Cris, l'entente de police pour les Cris, Eeyou
2 Eenou Police Force, pour être spécifique, il y a une
3 formule mathématique que nous avons négociée avec la Nation
4 crie, le gouvernement cri, qui est une formule mathématique
5 basée sur des choses un peu scientifiques, le nombre de
6 gens, le nombre de citoyens, l'indice de prix de
7 consommation. Ça c'est un exemple adapté à ce que les Cris
8 voulaient.

9 Les autres communautés, là on tombe dans
10 toute la... un peu comme M. Larose disait tout à l'heure,
11 la grande superficie du territoire qu'on appelle la
12 Province de Québec, les besoins budgétaires pour les Inuits
13 ou les paramètres de négociations pour les Inuits sont
14 tellement différents que, mettons, Kahnawake ou Odanak,
15 tout de suite, là on voit qu'on peut pas appliquer la même
16 formule. En fait, l'approche québécoise c'est d'avoir une
17 approche adoptée et adaptable à la réalité des Premières
18 nations du Québec.

19 **Me BERNARD JACOB:** Je vais justement... bon,
20 je vais vous montrer Tab B, Madame la présidente. On va la
21 coter sous E-33. Ça c'est la description du Bureau des
22 relations avec les autochtones.

23 **CHIEF COMMISSIONER MARION BULLER:** Did you
24 want to file the biography as an exhibit?

25 **Me BERNARD JACOB:** Yes, of course, sorry.

1 **CHIEF COMMISSIONER MARION BULLER:** So that's
2 Exhibit 33?

3 **Me BERNARD JACOB:** Exhibit E-32, I think so.

4 **CHIEF COMMISSIONER MARION BULLER:** Biography
5 of Richard Coleman is E-33.

6 **Me BERNARD JACOB:** Thirty-three (33), sorry.

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

8 **--- EXHIBIT 33:**

9 Biography of Richard Coleman (one page)
10 Witness: Richard Coleman, Director of
11 Public Safety, Relations with
12 Aboriginal Peoples Office
13 Submitted by Bernard Jacob, Commission
14 Counsel

15 **CHIEF COMMISSIONER MARION BULLER:** And then
16 did you want Schedule "H" as an exhibit?

17 **Me BERNARD JACOB:** The next, Schedule "B",
18 yes, E-34.

19 **MS. JENNIFER COX:** Just for clarification,
20 Schedule "B" in Volume 1 is, I believe, being requested to
21 be 33 and you'll return back to Schedule "H" with the ---

22 **Me BERNARD JACOB:** Sorry. Okay ---

23 **CHIEF COMMISSIONER MARION BULLER:** No, I'm
24 lost.

25 **Me BERNARD JACOB:** Okay. Sorry.

1 **CHIEF COMMISSIONER MARION BULLER:** The
2 biography is Exhibit 33.

3 **Me BERNARD JACOB:** Yes.

4 **CHIEF COMMISSIONER MARION BULLER:** Next?

5 **Me BERNARD JACOB:** "H" ---

6 **MS. CHRISTA BIG CANOE:** Tab B would be next
7 or H?

8 **Me BERNARD JACOB:** "H".

9 **MS. CHRISTA BIG CANOE:** Just for the purpose
10 of the record, could we stop the time for a moment. Just
11 for the purposes of the record, in Schedule "H" there's a
12 list of the tripartite agreements that I just provided to
13 the Registrar and to the Commissioners, and we're kindly
14 requesting that they be put in just as one exhibit, all of
15 them under this Schedule as one exhibit, but that's the
16 entirety of Book Number 2 of the materials before you.

17 **CHIEF COMMISSIONER MARION BULLER:** Okay. So
18 Schedule "H" and supporting documents?

19 **MS. CHRISTA BIG CANOE:** Schedule "H" is the
20 list of -- is all of the tripartite agreements as listed.

21 **CHIEF COMMISSIONER MARION BULLER:** Okay.
22 Exhibit 34 collectively.

23 **Me BERNARD JACOB:** Thirty-four (34).

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

25 --- **EXHIBIT 34:**

1 Set of 28 tripartite agreements,
2 entered as one exhibit
3 Witness: Richard Coleman, Director of
4 Public Safety, Relations with
5 Aboriginal Peoples Office
6 Submitted by Bernard Jacob, Commission
7 Counsel

8 **Me BERNARD JACOB:** And Schedule B is a
9 description of the Bureau des relations autochtones, it
10 will be E-35.

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

12 **--- EXHIBIT 35:**

13 Mandate document, Bureau des relations
14 avec les Autochtones de la Ministère de
15 la Sécurité publique du Québec (one
16 page)

17 Witness: Richard Coleman, Director of
18 Public Safety, Relations with
19 Aboriginal Peoples Office
20 Submitted by Bernard Jacob, Commission
21 Counsel

22 **Me BERNARD JACOB:** Schedule "C" which is a
23 PowerPoint made by Sécurité publique, are you the author of
24 that document? Êtes-vous l'auteur de ce document-là?

25 **M. RICHARD COLEMAN:** J'ai juste contribué à

1 sa confection.

2 **Me BERNARD JACOB:** O.k. Vous n'êtes pas le
3 rédacteur?

4 **M. RICHARD COLEMAN:** Non.

5 **Me BERNARD JACOB:** D'accord.

6 Mais vous le reconnaissez?

7 **M. RICHARD COLEMAN:** Oui, absolument.

8 **Me BERNARD JACOB:** Alors, on va le déposer
9 sous, comme je vous l'ai dit, E...

10 **CHIEF COMMISSIONER MARION BULLER:** Thirty-
11 six (36).

12 **Me BERNARD JACOB:** Merci.

13 **CHIEF COMMISSIONER MARION BULLER:** Thank
14 you.

15 **--- EXHIBIT 36:**

16 PowerPoint « Les services policiers
17 autochtones au Québec - Présentation à
18 l'Enquête nationale sur les femmes et
19 les filles autochtones disparues et
20 assassinées » (2.14 MB)

21 Witness: Richard Coleman, Director of
22 Public Safety, Relations with
23 Aboriginal Peoples Office
24 Submitted by Bernard Jacob, Commission
25 Counsel

1 **Me BERNARD JACOB:** J'aimerais aller à la
2 page... elles ne sont pas numérotées évidemment... c'est
3 l'histoire de ma vie.

4 **M. RICHARD COLEMAN:** Je vais vous aider.

5 **Me BERNARD JACOB:** Juste dans l'Organisation
6 des services de police au Québec, vous faites une Section
7 3, Historique des services policiers autochtones.

8 **M. RICHARD COLEMAN:** Absolument.

9 **Me BERNARD JACOB:** On voit, en 1974, Service
10 de police amérindienne, financement 100 pourcent fédéral.

11 Comment se fait-il que le fédéral se soit
12 retiré du financement à 100 pourcent des services...

13 **MS. CHRISTA BIG CANOE:** The time is
14 continuing. Thank you.

15 **Me BERNARD JACOB:** O.k.?

16 **M. RICHARD COLEMAN:** C'est beau.

17 **Me BERNARD JACOB:** En 1974, Service de
18 police amérindienne, financement à 100 pourcent fédéral.
19 Est-ce qu'on vous a informé pourquoi le fédéral s'était
20 retiré du financement à 100 pourcent?

21 **M. RICHARD COLEMAN:** Non, j'ai pas cette
22 information-là, mais vous avez raison, c'était financé à
23 100 pourcent par le fédéral. Ça, je le sais.

24 **Me BERNARD JACOB:** O.k. Je vais aller à la
25 page suivante, 3, Historique des services policiers '86-

1 '90, Groupe d'étude fédéral de la politique sur le maintien
2 de l'ordre dans les réserves indiennes. Conclusion :

3 « Les Premières nations n'ont pas accès
4 à des services de police de même niveau
5 et de même qualité que ceux dans les
6 communautés environnantes. »

7 Ça, je comprends que c'était la situation en
8 '86-'90?

9 **M. RICHARD COLEMAN:** M'hm.

10 **Me BERNARD JACOB:** Vous savez que les
11 communautés autochtones, par une décision du législateur,
12 n'ont pas l'obligation de rencontrer le niveau 1? Vous
13 savez cette...

14 **M. RICHARD COLEMAN:** Oui.

15 **Me BERNARD JACOB:** Le niveau de base, les
16 policiers autochtones n'ont pas l'obligation de le faire?

17 **M. RICHARD COLEMAN:** Oui.

18 **Me BERNARD JACOB:** Donc, on peut affirmer
19 encore une fois que les Premières nations n'ont pas accès à
20 des services de police de même niveau et de même qualité
21 que ceux des communautés environnantes?

22 **M. RICHARD COLEMAN:** Je ne sais pas si on
23 peut affirmer ça, là. Le législateur... à l'époque, la
24 grande refonte de la *Loi sur la police* au Québec, la grande
25 dernière refonte remonte environ à l'an 2000, 2001, 2002

1 sous le gouvernement de...

2 **Me BERNARD JACOB:** Répondez à ma question.

3 Je veux savoir exactement, est-ce que vous êtes capable
4 d'affirmer que les Premières nations ont actuellement le
5 même accès à des services de police de même niveau et de
6 même qualité que ceux des communautés environnantes?

7 **M. RICHARD COLEMAN:** Ils sont exclus par le
8 législateur. Il faudrait poser la question et regarder en
9 commission parlementaire pourquoi la décision a été prise
10 ainsi.

11 **Me BERNARD JACOB:** Encore une fois, je
12 répète ma question. Ont-ils le même niveau, oui ou non?
13 Je suis désolé d'être un petit incisif, mais...

14 **M. RICHARD COLEMAN:** Ben, votre question
15 n'est pas claire dans le sens que le même niveau... moi, ce
16 que je comprends c'est que si on prend une communauté comme
17 Kahnawake, qui a 34 policiers et on veut la comparer avec
18 Kuujjuaq où on a cinq policiers plus des gestionnaires, si
19 vous me dites qu'il y a des différences, ben, visiblement
20 il y en a. Alors, votre question n'est pas claire pour
21 moi, dans le fond. Le même niveau, c'est un jugement que
22 je peux pas porter. J'ai pas cette expertise-là.

23 **Me BERNARD JACOB:** Est-ce que vous faites
24 des évaluations du niveau des services policiers dans les
25 communautés autochtones au ministère de la Sécurité

1 publique?

2 **M. RICHARD COLEMAN:** Encore là, le niveau...
3 vous voulez dire les tâches policières?

4 **Me BERNARD JACOB:** Non, je veux savoir, est-
5 ce que vous évaluez la qualité du service des policiers des
6 communautés autochtones au ministère de la Sécurité
7 publique? Juste pour me situer, en vertu de la *Loi de*
8 *police*, vous êtes le ministère responsable de la qualité
9 des services policiers?

10 **M. RICHARD COLEMAN:** Nous sommes
11 responsables de l'encadrement de la fonction policière dans
12 la province, effectivement.

13 **Me BERNARD JACOB:** Quelles mesures vous
14 prenez pour évaluer l'encadrement de la... pour encadrer
15 l'exercice de la fonction policière dans les communautés
16 autochtones?

17 **M. RICHARD COLEMAN:** On a plusieurs mesures.
18 Elles sont incluses dans les ententes tripartites et aussi
19 dans la loi : premièrement, le respect des budgets,
20 autrement, la formation policière, le niveau des effectifs,
21 le suivi dans les requalifications de formation, les
22 requalifications de tirs, le respect des pratiques
23 policières. Il y a plein de facteurs d'évaluation qui sont
24 au courant à toutes les années.

25 **Me BERNARD JACOB:** Mais est-ce que vous...

1 je répète ma question : est-ce que vous faites une
2 évaluation des services comme tels, des individus, de la
3 tâche effectivement effectuée?

4 **MS. CHRISTA BIG CANOE:** I just recognize
5 that there appears to be an objection on the floor. So I
6 would like to afford the Government of Quebec to make their
7 objection, please. And you can come to the microphone,
8 please.

9 **Me MARIE-PAUL BOUCHER:** I'm going to speak
10 in French. It's going to be a lot easier for me.

11 Je voulais juste spécifier que ça fait
12 plusieurs fois que Me Jacob pose la même question et que le
13 témoin a répondu au meilleur de ses connaissances.

14 Donc, si ce serait possible de permettre au
15 témoin, premièrement, de pouvoir répondre à la question et
16 de pas se faire couper.

17 Et deuxièmement, s'il a déjà répondu à la
18 question, de ne pas lui reposer trois fois la même question
19 si la réponse ne lui semble pas satisfaisante.

20 Merci beaucoup.

21 **Me BERNARD JACOB:** Alors, en réponse, c'est
22 pas parce que la réponse n'est pas satisfaisante. C'est
23 parce qu'il ne répond pas à ma question. Il contourne. Le
24 témoin louvoie.

25 **MS. CHRISTA BIG CANOE:** And so if I also may

1 add, just from Commission counsel's perspective, that if
2 there's an issue in terms of, if I understood correctly
3 based on the translation, the witness had indicated they
4 didn't understand the term "level". Mr. Jacob has tried
5 repeatedly to find other ways, and it looks like a new word
6 might be "measure".

7 I would suggest to you that it's Commission
8 counsel's position that the witness is eluding or not
9 answering the question when it's a fairly clear question.

10 On that basis, I would ask the Commissioners
11 direct that he does answer the question as asked.

12 **CHIEF COMMISSIONER MARION BULLER:** We agree
13 with Commission counsel's position to answer the question
14 that has been asked, please.

15 **MS. CHRISTA BIG CANOE:** And we can start
16 time again once the witness is prepared to start.

17 **M. RICHARD COLEMAN:** Alors, je vous permets
18 de reformuler parce que là c'est difficile de répondre
19 quand je me fais couper la parole à chaque fois. Je vous
20 laisserai reformuler clairement.

21 **Me BERNARD JACOB:** Il y a des niveaux dans
22 les services de police. On s'entend là-dessus? Vous savez
23 c'est quoi les niveaux des services de police?

24 **M. RICHARD COLEMAN:** Il y a six niveaux de
25 services au Québec avec... qui comprennent 162 tâches,

1 Sûreté du Québec étant Niveau 6, service de policiers de
2 100 000 habitants, Niveau 1.

3 **Me BERNARD JACOB:** Et je comprends qu'en
4 vertu de la *Loi de police*, les services de policiers
5 autochtones ne sont pas soumis au respect de ces niveaux-
6 là?

7 **M. RICHARD COLEMAN:** Exactement.

8 **Me BERNARD JACOB:** Et que le ministère de la
9 Sécurité publique n'a pas à vérifier le niveau des services
10 policiers autochtones vu qu'ils sont exclus de ce système-
11 là?

12 **M. RICHARD COLEMAN:** Nous n'avons pas fait
13 de vérifications sur les niveaux de services dans les corps
14 de polices autochtones.

15 **Me BERNARD JACOB:** Merci.

16 Je veux aller à la page suivante, Monsieur
17 Coleman, deux modèles de prestation des services policiers
18 dans les communautés autochtones du Canada, corps de police
19 autogéré, CTA, modèle utilisé au Québec et contingent dédié
20 de policiers d'un corps de police existant, modèle non
21 utilisé au Québec.

22 Ça serait quoi, exemple, qu'il y ait une
23 partie de la Sûreté du Québec qui soit affectée aux
24 communautés autochtones, c'est bien ça?

25 **M. RICHARD COLEMAN:** Oui, c'est bien ça.

1 Dans le fond, on a entendu M. Bellegarde ce
2 matin parler assez... avec beaucoup de sagesse sur la
3 réalité ici dans l'ouest du Canada.

4 Nous, au Québec, on n'a pas de CTA. On n'a
5 pas de contingent de la Sûreté du Québec comme la GRC
6 affectée aux communautés des Premières nations. C'est un
7 choix qu'on a voulu prendre.

8 **Me BERNARD JACOB:** Pourquoi?

9 **M. RICHARD COLEMAN:** Je sais pas. Dans le
10 fond, c'était avant moi, mais dans le fond, ce qui est
11 clair pour le Québec c'est que nous favorisons des services
12 de police autogérés. Nous avons 55 communautés. Vous
13 allez voir dans la présentation. Des 55 communautés des
14 Premières nations, des 11 Premières nations, on a 44
15 communautés desservies par un service de police autonome
16 autogéré *standalone*, comme on pourrait le dire en anglais
17 et on a 22 ententes pour englober ces 44 communautés-là.

18 Alors, les autres communautés sont
19 desservies soit temporairement à cause d'une fermeture de
20 service de police autochtone par la Sûreté du Québec ou
21 c'est des communautés qui sont enclavées de sorte dans le
22 cercle municipalisé de la Sûreté.

23 **Me BERNARD JACOB:** Je vais aller à la
24 Section 6, État de situation actuelle. Donc, au Québec 55
25 communautés autochtones, 22 corps de police. La SQ assure

1 la desserte de 11 communautés autochtones, dont quatre qui
2 n'ont jamais été desservies par un corps de police
3 autochtone.

4 Parlez-moi des sept qui sont actuellement
5 desservies par la Sûreté du Québec. Pourquoi ne sont-elles
6 plus desservies par un corps de police autochtone?

7 **M. RICHARD COLEMAN:** Les sept communautés
8 qui ont été toutes fermées à peu près en même temps, entre
9 2007 et 2009, dans ces eaux-là. Il faudrait faire une
10 présentation sur chacune parce qu'il y a des différences
11 pour chacune. Il y en a que c'est des questions de
12 gouvernance. Il y en a d'autres que c'est des questions de
13 gestion budgétaire et d'interventions de notre partenaire
14 financier, le fédéral.

15 Et globalement, on peut dire que si on parle
16 aussi de la basse Côte-Nord, il faut dire, il y avait un
17 regroupement de quatre communautés sous l'égide d'un genre
18 d'administration régionale de la police Nitassinan qui
19 essayait de gérer à partir de Sept-Îles les quatre
20 communautés et les sept ont malheureusement perdu leur
21 service de police.

22 **Me BERNARD JACOB:** Mais pouvez-vous
23 expliquer pourquoi ils ont perdu le service de police?

24 **M. RICHARD COLEMAN:** À risque de me répéter,
25 c'est un peu une question de gouvernance où on avait des

1 disputes politiques et l'entente est devenue échue.

2 **Me BERNARD JACOB:** O.k.

3 **M. RICHARD COLEMAN:** D'autres ont des
4 questions financières, des questions aussi
5 d'infrastructure, des questions que vous connaissez bien.

6 **Me BERNARD JACOB:** Combien y avait-il de
7 policiers, exemple, dans les quatre communautés de la Côte-
8 Nord, autochtones? Combien il y en avait à ce moment-là?

9 **M. RICHARD COLEMAN:** Pour l'administration
10 de la police...

11 **Me BERNARD JACOB:** Oui.

12 **M. RICHARD COLEMAN:** Là on remonte une
13 dizaine d'années. Il y avait à peu près, je dirais, entre
14 une vingtaine... il n'y avait pas plus que 20, si ma
15 mémoire... 20 équivalents à temps complet, il faut le dire,
16 20 postes à temps plein répartis dans les quatre.

17 **Me BERNARD JACOB:** Et combien maintenant de
18 policiers de la Sûreté du Québec qui sont affectés à ces
19 communautés?

20 **M. RICHARD COLEMAN:** Je pourrais pas vous
21 dire, mais généralement la Sûreté, ils sont à deux. Ils
22 vont à deux, mais ça serait peut-être une question pour mon
23 confrère Charbonneau plus tard cette semaine.

24 **Me BERNARD JACOB:** O.k. Donc, ça peut aller
25 jusqu'à 40, si on en a remplacé 20, c'est ce que vous me

1 dîtes?

2 **M. RICHARD COLEMAN:** Non, non, non, ce que
3 je veux dire c'est que les communautés, ils y vont ensemble
4 en duo.

5 **Me BERNARD JACOB:** O.k.

6 **M. RICHARD COLEMAN:** À ma connaissance, ils
7 sont rarement plus que deux.

8 **Me BERNARD JACOB:** Ça fait que vous ne savez
9 pas combien il y a de policiers de la Sûreté du Québec
10 affectés? C'est une question que vous envoyez à M.
11 Charbonneau, c'est bien ça?

12 **M. RICHARD COLEMAN:** Oui, il serait mieux
13 outillé pour la répondre précisément.

14 **Me BERNARD JACOB:** O.k. Je vais toujours
15 dans la situation actuelle. Je vais tourner l'autre page,
16 « Effectifs »... l'autre après, la page...

17 **M. RICHARD COLEMAN:** Oui.

18 **Me BERNARD JACOB:** O.k. Donc, il y a 400
19 policiers permanents. Deux-tiers de l'effectif occupe un
20 poste lié à la patrouille.

21 Vous dites à la dernière :

22 « Aucune statistique disponible sur la
23 proportion des effectifs qui est
24 d'origine autochtone. »

25 **M. RICHARD COLEMAN:** M'hm.

1 **Me BERNARD JACOB:** Vous ne tenez pas de
2 statistiques là-dessus?

3 **M. RICHARD COLEMAN:** Non, non, c'est pas une
4 question qu'on pose à l'employeur.

5 **Me BERNARD JACOB:** O.k. Mais le ministère
6 de la Sécurité publique a mis des programmes d'accès pour
7 faciliter la formation de policiers d'origine autochtone?

8 **M. RICHARD COLEMAN:** Pas nous autres, le
9 ministère de l'Éducation.

10 **Me BERNARD JACOB:** O.k. Ministère de
11 Sécurité publique, vous n'avez pas mis les programmes
12 particuliers...

13 **M. RICHARD COLEMAN:** On n'a pas de
14 contributions financières, à ma connaissance, directes,
15 non.

16 **Me BERNARD JACOB:** O.k. Qui reconnaît le
17 programme d'Alma à six mois?

18 **M. RICHARD COLEMAN:** C'est le ministère de
19 l'Éducation.

20 **Me BERNARD JACOB:** O.k. C'est parfait.
21 Donc, vous ne tenez pas de statistiques là-
22 dessus et puis il n'y a pas de mesures qui sont prises par
23 le ministère de la Sécurité publique pour encourager
24 l'embauche de policiers d'origine autochtone?

25 **M. RICHARD COLEMAN:** Pas directement par

1 notre ministère. C'est pas dans notre mandat légal.

2 **Me BERNARD JACOB:** O.k. Mais vous, vous
3 êtes conseiller au Bureau des affaires autochtones. C'est
4 quoi votre rôle exactement? Puis là je vais aller à
5 l'onglet B, qui se trouve à être la Pièce E-35.

6 **M. RICHARD COLEMAN:** Oui.

7 **Me BERNARD JACOB:** On voit ici :

8 « Le Bureau des relations autochtones
9 joue un rôle de conseil. Il contribue
10 au développement des orientations
11 stratégiques du ministère à l'égard des
12 autochtones en proposant des mesures,
13 des pistes d'action et des modèles
14 d'intervention. »

15 Alors, pouvez-vous donner des exemples des
16 mesures que vous avez sur lesquelles vous avez travaillé,
17 le Bureau des affaires autochtones?

18 **M. RICHARD COLEMAN:** Vous voulez des
19 exemples? Dans le fond, à priori, notre travail depuis un
20 an c'est de s'assurer que les directions générales,
21 incluant la Sûreté du Québec, au ministère de Sécurité
22 publique, quand elles proposent des choses qui ont des
23 incidences sur les Premières nations, qu'on soit capable de
24 les accompagner, de les conseiller, dans le fond, d'être
25 une ressource spécialisée à l'interne du ministère, dans le

1 fond, pour que le ministère réalise mieux son mandat, un
2 peu comme un des enjeux dans le plan stratégique, qui a
3 aussi été déposé ou que vous allez déposer, j'imagine.

4 **Me BERNARD JACOB:** Oui.

5 **M. RICHARD COLEMAN:** C'est un enjeu
6 important pour nous autres que les choses s'améliorent. On
7 l'a dit à la Commission Viens en juin dernier. Le
8 ministère veut se rapprocher des communautés. Alors moi,
9 mon travail avec les deux personnes qui travaillent avec
10 moi c'est de travailler dans ce sens-là.

11 **Me BERNARD JACOB:** Et ça, vous dites que
12 c'est depuis un an.

13 Vous avez entendu Madame la commissaire de
14 la GRC témoigner ce matin. On voit qu'il y a des moyens
15 mis en place, entre autres, des comités consultatifs avec
16 les personnes autochtones.

17 Est-ce qu'il y a ça au ministère de la
18 Sécurité publique?

19 **M. RICHARD COLEMAN:** Oui, oui, on a
20 plusieurs, plusieurs initiatives, que ce soit en cannabis,
21 que ce soit en immatriculation des armes à feu, que ce soit
22 en formation policière, on a un comité qui débute ses
23 travaux incessamment. Il y a plusieurs engagements dans le
24 plan d'action gouvernemental à l'égard des autochtones du
25 Gouvernement du Québec. On est impliqué dans plein, plein,

1 plein de choses, en fait, de sécurité civile avec les
2 Inuits. On pourrait en nommer plusieurs.

3 **Me BERNARD JACOB:** Je comprends que ça c'est
4 pour le futur, mais pour le passé, est-ce que vous avez des
5 actions concrètes, des moyens, des pistes d'actions, des
6 modèles d'intervention que vous avez mis en place?

7 **M. RICHARD COLEMAN:** Le Bureau ou
8 généralement au ministère?

9 **Me BERNARD JACOB:** Le Bureau.

10 **M. RICHARD COLEMAN:** Le Bureau? Dans la
11 dernière année, nous avons travaillé explicitement sur le
12 cannabis. On a travaillé explicitement sur la conduite
13 avec les facultés affaiblies par le cannabis aussi. On
14 travaille aussi sur la formation policière. On travaille
15 aussi sur, dans le fond, la refonte des méthodes d'enquête,
16 où on commence déjà à regarder ça, la question d'enquêtes
17 en matière d'agressions sexuelles.

18 **Me BERNARD JACOB:** Vous commencez à regarder
19 la question d'agression sexuelle?

20 **M. RICHARD COLEMAN:** Oui.

21 **Me BERNARD JACOB:** Depuis quand?

22 **M. RICHARD COLEMAN:** C'est dans le plan
23 d'action gouvernemental, donc ça fait à peu près depuis les
24 annonces en juin dernier.

25 **Me BERNARD JACOB:** Juin 2018?

1 **M. RICHARD COLEMAN:** Oui. Ben, la nouvelle
2 initiative, oui, 2017.

3 **Me BERNARD JACOB:** Deux mille dix-sept
4 (2017).

5 **M. RICHARD COLEMAN:** Oui.

6 **Me BERNARD JACOB:** Est-ce qu'il y a eu...
7 avant ça, est-ce qu'il y avait des choses qui se faisaient?

8 **M. RICHARD COLEMAN:** Oui, mais là il
9 faudrait... la question serait mieux posée à la Sûreté du
10 Québec parce que c'est eux qui coordonnent les travaux,
11 mais il y a un comité qui existe depuis plusieurs années
12 pour aller chercher les meilleures pratiques pour les
13 enquêtes d'agression sexuelle et c'est la Sûreté, avec
14 d'autres corps de police qui coordonnent ces travaux-là.
15 Nous autres, on les suit un peu à la distance, mais là
16 c'est vraiment de la poutine de police, enquêtes très
17 spécialisées.

18 **Me BERNARD JACOB:** Puis vous n'êtes pas un
19 ancien policier?

20 **M. RICHARD COLEMAN:** Non, non, non. Je suis
21 un ancien du correctionnel, moi.

22 **Me BERNARD JACOB:** Mais vous, vous avez été
23 correctionnel au niveau... en Abitibi, c'est bien ça?

24 **M. RICHARD COLEMAN:** Moi, j'ai commencé ma
25 carrière à Kuujjuaq au Nunavik.

1 **Me BERNARD JACOB:** O.k.

2 **M. RICHARD COLEMAN:** J'ai fait sept ans à
3 Kuujjuaq.

4 **Me BERNARD JACOB:** Et en '96, vous avez été
5 directeur de l'Évaluation des services ouverts et puis les
6 services correctionnels.

7 **M. RICHARD COLEMAN:** Oui, c'est ça. J'ai
8 été promu. J'ai été à Val d'Or pendant sept ans ensuite,
9 jusqu'en 2003.

10 **Me BERNARD JACOB:** Est-ce que, à ce moment-
11 là, vous étiez en contact avec des femmes autochtones,
12 victimes de violence ou...

13 **M. RICHARD COLEMAN:** Oui. Dans ma jeune
14 carrière... pourtant, je suis pas si vieux que ça, mais
15 dans ma jeune carrière j'ai travaillé beaucoup comme agent
16 de probation. Par définition, on travaillait beaucoup avec
17 des victimes de violence, des femmes inuit du Nunavik.

18 **Me BERNARD JACOB:** O.k. Mais je vous ramène
19 à Val d'Or. Est-ce que vous avez été informé des
20 problématiques que pouvaient vivre ces femmes-là?

21 **M. RICHARD COLEMAN:** Non, parce que je
22 m'occupais... le bureau pour le nord, pour Eeyou Istchee et
23 Nunavik et Chibougamau était basé à Val d'Or, mais j'étais
24 pas responsable des affaires correctionnelles dans la
25 région d'Abitibi. On était juste basé là. En fait, on

1 était toujours parti sur le territoire que je vous ai
2 décrit.

3 **Me BERNARD JACOB:** Parfait.

4 Donc, on retourne à votre PowerPoint,
5 Exhibit E-36. Je veux aller à la question « Conclusion
6 8 », l'avant-dernière page.

7 **M. RICHARD COLEMAN:** L'avant-dernière, oui.

8 **Me BERNARD JACOB:** Conclusion.

9 **M. RICHARD COLEMAN:** C'est beau.

10 **Me BERNARD JACOB:** « Projet pilote
11 d'inspection à l'automne 2018 », c'est quoi ce projet
12 pilote d'inspection, Monsieur Coleman?

13 **M. RICHARD COLEMAN:** Dans la *Loi sur la*
14 *police*, le ministère a une direction qui s'appelle la
15 direction d'inspection et les corps de police sont soumis à
16 des inspections régulièrement sur des thématiques. Alors,
17 on a réalisé, comme on a mentionné dans notre témoignage à
18 la Commission Viens l'année dernière qu'on avait travaillé
19 autrement avec des corps de police autochtones et on était
20 prêt, avec eux, à réfléchir sur une démarche sur la
21 question d'inspections policières.

22 Et actuellement, mon confrère au ministère
23 travaille sur une approche adaptée et développée de
24 partenariat avec des corps de police autochtones et on
25 espère faire un projet pilote cet automne avec un corps de

1 police des Premières nations.

2 **Me BERNARD JACOB:** Quand vous parlez
3 d'inspection, parce que je vous ai posé la question et il y
4 avait une objection tantôt, je veux juste comprendre, vous
5 visez quoi la notion d'inspection des services de police.
6 Vous visez quoi, Monsieur Coleman?

7 **M. RICHARD COLEMAN:** Inspection, c'est un
8 mot un peu particulier. En fait, je pense que c'est un
9 anglicisme qui s'est glissé un peu dans notre loi. On
10 inspecte, on regarde comme ça. Dans le fond, l'inspection
11 au ministère, l'inspection policière est plutôt une
12 démarche pour venir voir sur une thématique, comment ça va
13 et faire des... et travailler de concert pour améliorer les
14 choses, si amélioration est nécessaire. C'est vraiment un
15 partenariat. C'est pas venir pointer et critiquer, faire
16 des choses un peu de connotations négatives.

17 Alors, c'est pour ça que le mot inspection
18 n'est peut-être pas le meilleur mot, là, mais dans le fond,
19 c'est une démarche d'accompagnement pour continuer à
20 professionnaliser les corps de police.

21 **Me BERNARD JACOB:** Et c'est la première fois
22 que ça va se faire?

23 **M. RICHARD COLEMAN:** Non, il y a déjà eu des
24 inspections dans les corps de police autochtones, mais
25 nettement insuffisantes.

1 budget 2017-2018 (one page)
2 Witness: Richard Coleman, Director of
3 Public Safety, Relations with
4 Aboriginal Peoples Office
5 Submitted by Bernard Jacob, Commission
6 Counsel

7 **Me BERNARD JACOB:** Tab E, like Edward, is
8 the Organigram of the Ministry of sécurité publique on
9 Exhibit 38.

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

11 **--- EXHIBIT 38:**

12 Ministère de la sécurité publique
13 (Quebec) org chart, dated March 31 2018
14 (one page)
15 Witness: Richard Coleman, Director of
16 Public Safety, Relations with
17 Aboriginal Peoples Office
18 Submitted by Bernard Jacob, Commission
19 Counsel

20
21 **Me BERNARD JACOB:** Tab F is the -- c'est les
22 statistiques.

23 Vous reconnaissez ce document-là?

24 **M. RICHARD COLEMAN:** Oui.

25 **Me BERNARD JACOB:** Ça va être sous E-39.

1 --- EXHIBIT 39(a) and (b) :

2 (a)« Infractions selon la catégorie
3 d'infractions au Code criminel, aux
4 autres lois fédérales et aux lois
5 provinciales, Québec, 2012 à 2016 » -
6 Ensemble des corps de police
7 autochtones au Programme DUC 1 » (three
8 pages)

9 (b): « Nombre de policiers réels dans le
10 Corps de police autochtones autogérés »
11 (one page)

12 Witness: Richard Coleman, Director of
13 Public Safety, Relations with
14 Aboriginal Peoples Office
15 Submitted by Bernard Jacob, Commission
16 Counsel

17 **Me BERNARD JACOB:** Qu'est-ce que c'est au
18 juste?

19 **M. RICHARD COLEMAN:** C'est la ventilation,
20 dans le fond, des nombres de policiers dans chaque... c'est
21 chaque entente, en, c'est ça?

22 **Me BERNARD JACOB:** Oui.

23 **M. RICHARD COLEMAN:** C'est pas par
24 communauté. C'est par chaque entente de police, ainsi que
25 population desservie, le ratio par habitant.

1 **Me BERNARD JACOB:** Est-ce que vous avez la
2 statistique pour le comparer par rapport aux policiers non
3 autochtones, le nombre de policiers par habitants, exemple,
4 dans une ville comme Québec, Longueuil, Montréal?

5 **M. RICHARD COLEMAN:** Oui, on parlait du
6 chiffre tout à l'heure. J'ai vu passer 5.6 par 1 000.

7 **Me BERNARD JACOB:** O.k.

8 **M. RICHARD COLEMAN:** Ça se peut-tu?

9 **Me BERNARD JACOB:** O.k., 5.6 par 1 000.

10 **M. RICHARD COLEMAN:** Ça c'est 5.6 policiers
11 dans les communautés autochtones. C'était dans ma
12 présentation PowerPoint, il me semble.

13 **Me BERNARD JACOB:** O.k. Puis par rapport
14 au...

15 **M. RICHARD COLEMAN:** Puis dans les
16 communautés allochtones, c'est moins que la moitié. C'est
17 autour de 2.

18 **Me BERNARD JACOB:** De 2?

19 **M. RICHARD COLEMAN:** Par 1 000.

20 **Me BERNARD JACOB:** O.k. On comprend que la
21 prévention de la violence fait partie du mandate du
22 ministère de Sécurité publique?

23 **M. RICHARD COLEMAN:** Tout à fait.

24 **Me BERNARD JACOB:** On voit les statistiques,
25 onglet G, Pièce E-40.

1 **Me BERNARD JACOB:** On voit ici... ben, on
2 voit ici les catégories d'infractions, nombre et là on
3 parle « ensemble des corps autochtones au programme DUC-
4 1 ».

5 **M. RICHARD COLEMAN:** DUC-1, c'est ça.

6 **Me BERNARD JACOB:** Par rapport aux
7 communautés allochtones, est-ce que la criminalité est plus
8 élevée?

9 **M. RICHARD COLEMAN:** Globalement, oui.

10 **Me BERNARD JACOB:** O.k. Quels moyens... je
11 comprends que la prévention... vous venez de me dire que la
12 prévention relève du ministère de Sécurité publique. Quels
13 moyens a mis en place le ministère de Sécurité publique et,
14 avant la dernière année, pour prévenir les agressions
15 sexuelles contre les femmes ou les membres de la communauté
16 LGBTQ?

17 **M. RICHARD COLEMAN:** La prévention est au
18 cœur de la fonction, au cœur de notre loi. Dans le fond,
19 au Québec, on a une approche un peu différente peut-être du
20 reste du Canada. C'est que même au niveau correctionnel,
21 la prévention demeure au cœur de notre préoccupation. On
22 favorise la réinsertion sociale des contrevenants. C'est
23 pourquoi on a un des taux d'incarcération les plus bas au
24 Canada.

25 En matière policière, on a toujours favorisé

1 une approche de police communautaire. La notion de police
2 communautaire, ça fait plus de 20 ans que ça existe à notre
3 ministère.

4 Et en termes spécifiquement de groupes
5 ciblés ou de groupes à risque, nous avons un fonds que vous
6 pouvez découvrir sur le site internet du ministère où on
7 accepte et on accueille des projets de prévention dans les
8 communautés, dans les municipalités.

9 Pour les premières nations, nous avons
10 actuellement cinq mesures ou cinq ententes en prévention,
11 soit en prévention jeunesse ou en protection des jeunes
12 filles pour l'exploitation sexuelle. Une des ententes est
13 avec le Centre d'amitié autochtone de La Tuque. Nous avons
14 d'autres ententes avec Mashteuatsh, avec Lac Simon, avec
15 les Hurons-Wendat et une dernière dont j'ai un blanc de
16 mémoire, mais on en a cinq actuellement. L'enveloppe est
17 aux alentours de 4 millions de dollars total. Tous les
18 critères et tous les explications sont toutes publiques,
19 sont toutes transparentes, sont toutes disponibles sur le
20 site internet du ministère.

21 Et en plus, le ministère, l'équipe qui
22 travaille fort, Madame la présidente, sur des ententes de
23 prévention accompagne les premières nations dans leurs
24 démarches si elles ont besoin, parce que c'est souvent
25 peut-être un jargon de fonctionnaire, alors ils ont besoin

1 d'un peu d'accompagnement pour mieux expliquer, mieux
2 présenter leurs projets.

3 **Me BERNARD JACOB:** Je comprends que c'est
4 cinq projets qui visent 44 communautés, c'est bien ça?

5 **M. RICHARD COLEMAN:** Oui, ça c'est cinq
6 projets qui...

7 **Me BERNARD JACOB:** Non, sur 44 communautés?

8 **M. RICHARD COLEMAN:** Bien, 55.

9 **Me BERNARD JACOB:** Cinquante-cinq (55).
10 Merci.

11 **M. RICHARD COLEMAN:** Ça va.

12 **Me BERNARD JACOB:** Donc, je comprends qu'il
13 n'y a pas de programme pour l'ensemble... élaboré par le
14 ministère de la Sécurité publique qui s'adresse à
15 l'ensemble des communautés quant à la prévention pour les
16 agressions sexuelles, les violences sexuelles ou prévenir
17 la violence en général dans les communautés.

18 **M. RICHARD COLEMAN:** Oui. Oui, ben, en fait,
19 pour les conventionnés, ceux qui ont traité comme les
20 Inuits et les Cris, et les Naskapis, y'ont déjà des fonds
21 inclus dans leurs ententes de traités pour la prévention.

22 **Me BERNARD JACOB:** Je parle pas de fonds,
23 Monsieur, je parle de programmes.

24 **M. RICHARD COLEMAN:** Non mais, le programme
25 en général là.

1 **Me BERNARD JACOB:** Des Cris.

2 **M. RICHARD COLEMAN:** Oui, absolument. Je vais
3 donner un exemple. Juste pour les Inuits, on a le programme
4 Ungaluk qui a donné naissance à plein de petits projets et
5 de gros projets comme Saqijuq là, « Le changement de la
6 direction du vent », pour aider les Inuits qui, évidemment,
7 comme la présentation de mon confrère Larose, c'est une
8 communauté qui nous préoccupe beaucoup. Alors, oui, dans le
9 fond, on a des sommes disponibles et aussi les communautés
10 on des sommes de disponibles.

11 Est-ce que...

12 **Me BERNARD JACOB:** OK.

13 **M. RICHARD COLEMAN:** Est-ce que ça aide...

14 **Me BERNARD JACOB:** Je comprends au niveau des
15 sommes, mais je pense que ma question est pas claire. Je
16 vais la reprendre autrement.

17 Est-ce que y'a de la documentation qui est
18 produite par le ministère pour aider des prog... quand je
19 parle de programmes, c'est des programmes de prévention
20 élaborés par le ministère. Est-ce que y'a des études qui
21 sont faites ou des statistiques sur les causes de la
22 violence chez les... dans les communautés autochtones? Est-ce
23 que y'a des études qui sont faites par le ministère de la
24 Sécurité publique?

25 **M. RICHARD COLEMAN:** À part les résumés de

1 nos programmes, moi, je connais pas de... on n'a pas de
2 recherches en cours là chez nous, à ma connaissance là.

3 **Me BERNARD JACOB:** OK. Donc, vous pouvez pas
4 expliquer. Le ministère a pas d'études sur les causes de
5 cette problématique. Au niveau statistiques, il semble y
6 avoir une problématique ou vous êtes pas capable d'informer
7 la Commission sur quelles sont les causes au niveau du
8 Québec?

9 **M. RICHARD COLEMAN:** Ben, ce que je veux
10 dire, c'est que le ministère... les causes de la violence,
11 c'est pas vraiment dans notre mandat, c'est plus un mandat
12 du ministère de la Santé et Services sociaux que eux font
13 des recherches là-dessus. Ce que je vous dis tout
14 simplement, c'est que y'a personne chez nous qui est
15 attitré à faire des recherches de type universitaire là sur
16 ce que vous décrivez. Mais, par contre, nous avons
17 suffisamment d'expérience et on est en contact avec les
18 Premières Nations puis on a une très bonne idée sur votre
19 question-là, à savoir : quelle est la cause ou quel...
20 t'sais, qu'est-ce qu'on devrait faire là, ça, on le sait
21 là.

22 **Me BERNARD JACOB:** Alors, qu'est-ce que...
23 c'est le temps d'informer la Commission, qu'est-ce qu'on
24 devrait faire pour diminuer cette problématique?

25 **M. RICHARD COLEMAN:** En matières policières?

1 J'ai 14 minutes.

2 **Me BERNARD JACOB:** En matière de prévention
3 policière, oui, y'a 14 minutes.

4 **M. RICHARD COLEMAN:** Ben...

5 **Me BERNARD JACOB:** C'est important. On a une
6 problématique qui est importante, y'a des gens qui
7 souffrent...

8 **M. RICHARD COLEMAN:** Totalelement.

9 **Me BERNARD JACOB:** ...et la question qu'il faut
10 se poser, c'est : qu'est-ce qu'on va faire pour que ce
11 problème se retrouve au même niveau que dans la population
12 non autochtone?

13 **M. RICHARD COLEMAN:** Totalelement d'accord avec
14 vous. Dans le fond, le meilleur guide pour vous expliquer
15 les démarches que nous avons proposées et déjà entreprises
16 depuis un an, c'est dans le plan d'action gouvernemental.

17 On doit attaquer l'exploitation sexuelle, on
18 doit s'attaquer auprès de la formation policière, c'est-à-
19 dire de s'assurer que nos policiers continuent à être
20 professionnalisés puis qu'ils travaillent à un haut niveau,
21 on doit examiner les meilleures pratiques en enquêtes en
22 agressions sexuelles, c'est une priorité. La Sûreté du
23 Québec pilote des travaux, les corps de police des
24 Premières Nations vont être inclus et consultés dans cette
25 démarche-là, mais surtout incluses, c'est ça qui

1 m'intéresse. Je veux dire, le plan d'action, on a contribué
2 à ça, c'est des mesures qui sont réalisables, c'est pas des
3 mesures qui sont non atteignables dans 20 ans, c'est
4 vraiment des choses concrets sur laquelle on veut
5 travailler.

6 **Me BERNARD JACOB:** OK. Et là, on parle de
7 récemment.

8 Tab « I » - H, I, J -, « I », on est rendus
9 à la cote E-38... thirty... thirty-nine or thirty-eight?

10 **CHIEF COMMISSIONER MARION BULLER:** Forty-one?

11 **UNINDIFIED SPEAKER:** Forty.

12 **Me BERNARD JACOB:** Forty. E-40.

13 --- **EXHIBIT 40:**

14 « Faire plus faire mieux - Plan
15 d'action gouvernemental pour le
16 développement social et culturel des
17 Premières nations et des Inuits :
18 2017-2002 », published June 2016, ISBN
19 : 978-2-550-78754-9 (74 pages)

20 Witness: Richard Coleman, Director of
21 Public Safety, Relations with
22 Aboriginal Peoples Office

23 Submitted by Bernard Jacob, Commission
24 Counsel

25 **Me BERNARD JACOB:** Vous reconnaissez ce

1 document-là, « Faire plus, Faire mieux »?

2 **M. RICHARD COLEMAN:** Oui, c'est... ça guide
3 chacune de mes journées.

4 **Me BERNARD JACOB:** C'est le plan d'action
5 gouvernemental.

6 **M. RICHARD COLEMAN:** Oui.

7 **Me BERNARD JACOB:** On voit ici... l'avez-vous
8 devant vous?

9 **M. RICHARD COLEMAN:** Oui.

10 **Me BERNARD JACOB:** Page... Section 2.7,
11 page 18. On va à gauche :

12 « La médiatisation des différents types
13 de violence vécus par les femmes et les
14 filles autochtones a largement
15 contribué à une prise de conscience
16 récente, au Québec, sur les malaises
17 sociaux qui minent les sociétés
18 autochtones.

19 **M. RICHARD COLEMAN:** Mm-mm.

20 **Me BERNARD JACOB:** Donc, on comprend que si
21 on réfère probablement au reportage de Radio-Canada sur la
22 question de Val-d'Or, avant... est-ce que je me trompe,
23 Monsieur?

24 **M. RICHARD COLEMAN:** Ben, en tout cas, c'est
25 plus que ça, mais allez-y, allez-y.

1 **Me BERNARD JACOB:** Non mais, quand vous dites
2 « La médiatisation des différents types de violence
3 vécus », on parle de médiatisation qui a eu lieu quand?

4 **M. RICHARD COLEMAN:** Non, non, mais je veux
5 dire, c'est que y'a plusieurs différents types là, on parle
6 d'exploitation sexuelle, on parle de le principe de Jordan,
7 t'sais, y'a plusieurs choses là, mais vous pouvez inclure
8 évidemment votre question là sur... dans le sens large de
9 « médiatisation », je comprends.

10 **Me BERNARD JACOB:** OK. Ce document-là date
11 de...

12 **M. RICHARD COLEMAN:** Juin 2017.

13 **Me BERNARD JACOB:** Donc, il est fort récent.

14 **M. RICHARD COLEMAN:** Oui.

15 **Me BERNARD JACOB:** Avant cette date, les
16 statistiques sur la question des violences faites aux
17 communau... euh, aux minorités, que ce soit LGBT2 ou encore
18 les femmes, existaient.

19 **M. RICHARD COLEMAN:** Oui, y'a une section du
20 ministère qui collige les statistiques des corps de police.

21 **Me BERNARD JACOB:** OK. Alors, vous dites que
22 ç'a amené une prise de conscience. Est-ce que le ministère
23 de la Sécurité publique était au... avait pris conscience de
24 cette problématique et de ces enjeux-là avant la
25 médiatisation?

1 **M. RICHARD COLEMAN:** Ben, moi, je pense que
2 le titre est assez évocateur dans le fond, « Une
3 considération essentielle ». Nous, ce qu'on dit, c'est que
4 on a des choses à faire mieux et à faire rapidement.

5 **Me BERNARD JACOB:** Ça, c'est votre programme
6 2017-deux mille...

7 **M. RICHARD COLEMAN:** 2022.

8 **Me BERNARD JACOB:** ...2022.

9 **M. RICHARD COLEMAN:** Effectivement. Y'a des
10 mesures très intéressantes, puis, je me rappelle, pour les
11 commissaires, dans le fond, on voulait des mesures qui sont
12 réalisables, mais pas des mesures non atteignables ou que
13 dans cinq ans on va dire qu'on aurait dû. C'est des choses
14 qu'on a dit qu'on allait faire et qu'on est en train de
15 faire.

16 **Me BERNARD JACOB:** OK. Et ça, je comprends
17 que ça, c'est pour le futur. Pour le passé, vous êtes pas
18 capable de documenter ce qui a été fait auparavant.

19 **M. RICHARD COLEMAN:** Moi, je... on pourrait
20 peut-être prendre en note la question là. J'ai pas les
21 documents sur moi ou des informations, mais c'est sûr qu'on
22 les a, les statistiques. Ça, c'est clair.

23 **Me BERNARD JACOB:** Les statistiques, je le
24 sais, mais...

25 **M. RICHARD COLEMAN:** Non, non, mais je veux

1 dire le...

2 **Me BERNARD JACOB:** ...c'est quoi, les actions
3 prises?

4 **M. RICHARD COLEMAN:** Les actions prises, on
5 pourrait les...

6 **Me BERNARD JACOB:** OK.

7 **M. RICHARD COLEMAN:** Si on se réfère aux
8 autres plans stratégiques du ministère, vous allez en voir
9 mention là.

10 **Me BERNARD JACOB:** Je vais toujours à la
11 page 18, le dernier paragraphe à gauche, Monsieur Coleman :

12 « Cette vision repose sur un double
13 objectif : lutter contre les différents
14 facteurs de vulnérabilité touchant les
15 femmes et les filles, d'une part... »

16 Quels sont les différents facteurs de
17 vulnérabilité, Monsieur Coleman?

18 **M. RICHARD COLEMAN:** Ben, la vulnérabilité,
19 je pense que vous les connaissez autant que moi dans le
20 fond. Nous autres, on croit que les femmes en difficulté
21 dans les zones urbaines du Québec, faut s'y occuper. On a
22 des propositions que je crois que la Sûreté du Québec va
23 présenter plus tard cette semaine, sont incluses dans le
24 plan d'action. Aussi, dans les communautés, on a des choses
25 importantes à faire, dont en enquêtes en violence envers

1 les femmes et filles. On doit travailler mieux, on doit
2 travailler autrement, on doit s'attarder sur la question de
3 formation. On va s'y attarder cet été dans les prochains
4 mois, c'est les deux priorités, dans les communautés et
5 aussi dans les zones urbaines. On le sait qu'on a des
6 choses à faire, on l'a dit à la Commission Viens, et on va
7 les faire.

8 **Me BERNARD JACOB:** OK. Quand vous dites
9 « travailler mieux, travailler autrement », ça veut dire
10 quoi? Qu'est-ce que y'a de particulier qu'on doit faire
11 pour les... dans les communautés?

12 **M. RICHARD COLEMAN:** Ben, je pense qu'une des
13 choses... je pense c'est mon... c'est M. Bellegarde dans sa
14 présentation ce matin, je fais le lien avec lui, c'est que
15 dans le fond on veut s'assurer que tous les policiers et
16 les policières au Québec, autant membres de la Sûreté du
17 Québec ou dans les corps de police municipale comme à
18 Montréal, ou qui vont travailler, exemple, au Nunavik, on
19 veut que ces gens-là soient formés aux réalités
20 culturelles, aux réalités des communautés propres. Je fais
21 le lien avec ce que M. Larose décrivait tout à l'heure, je
22 salue son initiative, on doit s'assurer que ces policiers-
23 là là savent c'est quoi la réalité avant d'y arriver et
24 quand qu'ils travaillent avec un citoyen ou une citoyenne
25 des Premières Nations.

1 **Me BERNARD JACOB:** Donc, je comprends que
2 vous parlez de formation.

3 **M. RICHARD COLEMAN:** La formation est au
4 cœur, au cœur de beaucoup de nos mesures, autant pour les
5 policiers/policières à l'emploi que des membres des
6 Premières Nations qui veulent devenir policiers/policières.
7 La formation, c'est un enjeu important.

8 **Me BERNARD JACOB:** Ça, c'est pour le
9 « travailler autrement » ou le « travailler mieux »?

10 **M. RICHARD COLEMAN:** C'est de travailler
11 autrement et de travailler mieux, c'est les deux en même
12 temps.

13 **Me BERNARD JACOB:** Est-ce que y'a des façons
14 particulières de travailler avec les communautés
15 autochtones, à votre connaissance là? Vous êtes quand même
16 quelqu'un qui est impliqué depuis plusieurs... plusieurs
17 dizaines d'ann... plusieurs années dans ces communautés-là.
18 Est-ce qu'il faut travailler autrement? Quand vous dites...
19 est-ce que y'a une approche différente par rapport à la
20 communauté allochtone?

21 **M. RICHARD COLEMAN:** Oui, je suis d'accord
22 avec vous, j'ai vécu sept ans dans le Grand-Nord à
23 Kuuujuaq, sept ans... pour faire sept ans là-bas, faut aimer
24 ça, alors j'ai beaucoup aimé ça, j'ai beaucoup appris. Je
25 pense que, dans le fond... dans le fond, il faut... il faut

1 cheminer avec ces gens-là, il faut être ouvert à eux, il
2 faut... j'aimais l'exemple de M. Larose aussi, il faut... c'est
3 pas juste le travail.

4 Moi... moi, je côtoie des personnes des
5 Premières Nations dans ma vie privée, dans ma vie
6 personnelle, soit en activités sportives, soit en plein
7 air, soit à la chasse, pêche, depuis des années et des
8 années. C'est des Inuits qui sont venus me chercher quand
9 j'étais perdu dans une tempête en 1992 entre Tasiujaq et
10 Kuujuuaq. Je pourrais vous conter des anecdotes toute la
11 journée. Alors, dans un premier temps, je pense qu'il faut
12 apprendre à se connaître et à vivre ensemble et à marche
13 ensemble, et ça, c'est pas juste occuper un poste, alors...
14 Alors, oui, j'ai une grande expérience, mais l'expérience
15 que j'ai, dans le fond, c'est les Premières nations qui me
16 l'ont donnée.

17 **Me BERNARD JACOB:** Qu'est-ce que vous
18 retenez de votre expérience avec les Premières nations,
19 Monsieur Coleman, dans la façon d'interagir avec eux?

20 **M. RICHARD COLEMAN:** Moi, la chose que je
21 retiens le plus, puis je peux juste parler pour mes
22 expériences avec les Inuits et les Cris particulièrement,
23 parce que c'est les gens que je connais le mieux. C'est
24 des peuples résilients. C'est des peuples incroyables.
25 Moi, j'ai vécu parmi eux une grande partie de ma carrière.

1 J'ai pas juste travaillé à Québec dans la tour d'ivoire,
2 là. Alors, ce que je retiens c'est surtout ça, des peuples
3 incroyables, des millénaires d'histoire et on a tout à
4 gagner et tout à apprendre d'eux, dans le fond.

5 Je suis ici largement à cause d'eux, pas
6 vraiment à cause de moi, dans le fond.

7 **Me BERNARD JACOB:** Mais vous ne m'éclairiez
8 pas. Demain matin, je veux devenir policier en milieu
9 autochtone. Vous allez me conseiller quoi comme façon
10 d'interagir avec eux?

11 **M. RICHARD COLEMAN:** Je vais dire de prendre
12 le temps d'arriver et de prendre le temps de s'interroger
13 sur qu'est-ce qu'on fait là et comprendre qu'on est avec
14 des gens qui sont là depuis des milliers d'années avant
15 nous, dans le fond.

16 Comme M. Bellegarde a dit ce matin... j'ai
17 trouvé ça une présentation incroyable... des sociétés qui
18 avaient leur système de sécurité publique, dans le fond,
19 bien avant avant que nous, les Européens, on arrive, dans
20 le fond.

21 Alors, quand on part juste avec cette
22 mentalité-là, c'est un début. C'est un bon début, je
23 pense.

24 **Me BERNARD JACOB:** Donc, je continue. La
25 seconde... à la page 2, page 19...

1 **M. RICHARD COLEMAN:** Oui, allez-y.

2 **Me BERNARD JACOB:** Juste dans la formation,
3 est-ce qu'il y a des mandats qui ont été donnés
4 actuellement par le ministère de la Sécurité publique pour
5 développer des formations qui seraient données à des... aux
6 policiers qui oeuvrent auprès de la clientèle autochtone?
7 Est-ce qu'il y a des...

8 **M. RICHARD COLEMAN:** Oui.

9 **Me BERNARD JACOB:** ...mandats de formation
10 qui ont été donnés?

11 **M. RICHARD COLEMAN:** Oui, oui, oui. C'est
12 une mouvance que vous connaissez, de toute façon. Ç'a
13 été... on a eu plusieurs reportages. Il y a une mouvance
14 là-dessus, mais moi, personnellement, personnellement,
15 celle qui m'intéresse le plus à laquelle je tiens, parce
16 que c'est moi qui fait la reddition de comptes pour le
17 ministère du plan d'action, c'est celle du comité de
18 formation qui va étudier pour la première fois peut-être
19 depuis 10 ans... on va s'asseoir avec des partenaires des
20 Premières nations et on va regarder c'est quoi la formation
21 policière, c'est quoi les enjeux. On demande d'avoir des
22 gens avec des diplômes CÉGEP, post-secondaires, DEC, trois
23 ans d'études post-secondaires au Québec ou une attestation
24 d'études collégiales, un an, plus une quinzaine de semaines
25 à l'École nationale de police du Québec. C'est un enjeu

1 majeur. C'est un défi et on va essayer de voir comment on
2 peut organiser ça pour que ça marche mieux, dans le fond.

3 C'est mon bébé celle-là.

4 **Me BERNARD JACOB:** Je répète ma question.
5 Je pense que je n'ai pas été clair. Est-ce qu'il y a des
6 mandats? Est-ce qu'il y a quelqu'un qui a été mandaté pour
7 rédiger et donner une formation aux policiers actuellement
8 en poste, en place, en fonction?

9 **M. RICHARD COLEMAN:** Oui. Il y en a deux.
10 Le premier, je vais laisser M. Charbonneau en parler, mais
11 il y a la formation donnée par Pierre Picard et ses
12 collègues auprès de la Sûreté, qui se donne sur deux jours,
13 mais il y a aussi un projet de formation que la Sûreté va
14 parrainer avec les corps de police, un peu ce que je
15 décrivais tantôt, c'est-à-dire quand que les allochtones
16 arrivent à Kativik ou arrivent à Optciwan, on est sûr qu'on
17 fait pas des opérations radar à Optciwan, on se comprend.
18 Alors, on arrive dans un contexte particulier avec un
19 peuple millénaire et comment ça fonctionne un peu.

20 Alors ça, cette formation-là, c'est un autre
21 de mes petits bébés qui est dans le plan d'action. On va
22 travailler... il faut absolument pas juste travailler mais
23 livrer ça.

24 Et j'ai tu oublié un bout, parce que là vous
25 êtes persistant dans vos questions. Ça me fait plaisir,

1 mais je vais essayer d'y répondre. J'ai tu oublié un bout?

2 **Me BERNARD JACOB:** Non, c'est correct.

3 Est-ce que vous savez combien ça coûterait
4 dans l'éventualité où les policiers autochtones... les
5 communautés décidaient de ne pas renouveler leurs ententes
6 tripartites? Combien ça couterait si la Sûreté du Québec
7 devait remplacer les corps de policiers autochtones?

8 **M. RICHARD COLEMAN:** Je n'ai aucune idée.
9 C'est une question pour M. Charbonneau, mais une chose est
10 sure; c'est pas une question de coût. Le coût financier
11 n'est pas vraiment la vraie question. C'est qu'est-ce que
12 ça ferait entre nos liens avec vous si on n'avait plus la
13 police autogérée.

14 Les ententes, j'en suis convaincu... c'est
15 pas mon département actuellement là, mais je regarde ça de
16 très, très loin... elles vont être renouvelées. On va
17 trouver une manière de s'entendre. Le Québec, la province,
18 croit que la police autogérée c'est le maintenant, c'est le
19 futur et c'est par là qu'on s'en va. Je ne sens aucunement
20 de changement. Alors quand on dit si la Sûreté
21 remplacerait, je pense pas que ça va arriver, mais les
22 coûts seraient x, j'imagine.

23 **Me BERNARD JACOB:** Ma collègue, Mrs. Big
24 Canoe, wants to ask a question, by respect for her
25 knowledge.

1 **MS. CHRISTA BIG CANOE:** I just have a
2 follow-up in relation to Maitre Jacob's last question. I
3 know that you were talking about the fact that it's not
4 just financial, that it's actually, you know, the self-
5 assigned or the Tripartite's important for the reasons
6 we've heard other witnesses talk about today. But, that's
7 a realistic question, what would the cost be to the
8 province?

9 And, from a public safety perspective, a
10 responsibility for delivering those services to First
11 Nation or Inuit communities, what would the cost look like?
12 And, I'm not asking for a dollar amount. How would the gap
13 be filled if, for instance, when we heard earlier the
14 witnesses talk about the under-resourcing or inability and
15 overstaffing? What would it cost the province to deliver
16 those services, because is that one of the alternatives if
17 it can't be appropriately funded?

18 **M. RICHARD COLEMAN:** No, I -- je peux
19 répondre en anglais, si vous voulez, ou je vais y aller en
20 français.

21 Dans le fond, il y a un coût, vous le savez.
22 Si vous regardez sur le site du Secrétariat des affaires
23 autochtones ou si mon confrère dépose les chiffres, il y a
24 un coût. Il y a un coût en argent et il y a un coût
25 opérationnel. Si les ententes ne sont pas renouvelées, de

1 toute façon, la question est un peu caduque parce que la
2 Sûreté du Québec n'a pas les effectifs pour remplacer 400
3 policiers demain matin. Alors ça, tout de suite, on ne
4 sera pas capable de livrer. Les coûts seront selon la
5 Convention collective de la Sûreté du Québec. C'est même
6 plus le supplétif. On parle d'OPS, d'opérations policières
7 spéciales. Donc, on parle de ce que ça coûte, comme vous
8 pouvez voir, comme mettons, pour le G7 ou des opérations de
9 type spécial comme ça. Alors, les coûts seraient
10 astronomiques, J'imagine.

11 Et en même temps, quand on parle de ça,
12 parce que c'est pas la première fois que j'en entends
13 parler, il y a toujours quelque chose qui me fait sourire,
14 c'est que dans le fond, le fédéral ferait une économie.
15 Nous, on serait pris avec le défi de faire la police et les
16 ententes sont échues, alors le programme de Police de
17 Premières nations aurait une économie de plusieurs... quoi,
18 28 ou 29 millions de dollars, dans le fond.

19 **MR. BERNARD JACOB:** Can I ask one more
20 question?

21 Vous avez entendu tout à l'heure M. Larose
22 parler du coût de la formation à Nicolet pour les policiers
23 oeuvrant en milieu autochtone.

24 Quelles sont les solutions que le ministère
25 de la Sécurité publique envisage pour corriger cette

1 situation?

2 **M. RICHARD COLEMAN:** La solution c'est le
3 comité qui travaille sur la formation, les enjeux. Les
4 enjeux c'est la contribution fédérale pour l'étude post-
5 secondaire dans les conseils. Le 1 pourcent c'est pas
6 vraiment une solution, parce que de toute façon, on
7 parlerait peut-être de 500 000 \$ ou quelque chose comme ça,
8 la dernière fois que j'ai regardé. Ça fait qu'on n'ira pas
9 loin avec 500 000.

10 Est-ce que l'École nationale peut faire
11 mieux, peut regarder ces choses? Je pense que la démarche
12 est déjà en cours. Alors, il y a plusieurs enjeux et ces
13 enjeux-là vont être traités dans le comité de formation qui
14 inclut des représentants des Premières nations, qui va être
15 présidé par les gens de la direction générale des Affaires
16 policières.

17 **Me BERNARD JACOB:** Est-ce que ce comité-là
18 est déjà formé?

19 **M. RICHARD COLEMAN:** Le comité est déjà
20 formé. Les invitations sont envoyées et je crois que la
21 première rencontre est en juillet.

22 **Me BERNARD JACOB:** Et qui représente les
23 Premières nations, le savez-vous?

24 **M. RICHARD COLEMAN:** Je pourrais pas vous
25 dire, mais je peux obtenir l'information, si vous voulez.

1 **Me BERNARD JACOB:** J'apprécierais.
2 J'avais terminé. Merci, Monsieur Coleman.

3 **MS. CHRISTA BIG CANOE:** Sorry, just to
4 follow-up on that last point, you'll look into it and
5 follow-up? So, can I, just for the purposes of the record,
6 verify whether that would be an undertaking that you will
7 look into it and provide an answer back to the National
8 Inquiry?

9 **MR. RICHARD COLEMAN:** Yes, absolutely.
10 We'll have the answer today or tomorrow, before I'm
11 finished.

12 **--- UNDERTAKING/ENGAGEMENT**

13 **MS. CHRISTA BIG CANOE:** Perfect. Thank you.
14 That concludes. So, thank you, Mr. Coleman and Mr. Jacob.

15 At this point, I would kindly request that
16 we take a 20-minute break. The need for a 20-minute break
17 is so that parties with standing can actually read and go
18 over the verification process so that we can determine --
19 we know the order, but determine the amount of time that
20 will be allotted to cross-examination. So, the witnesses
21 get a great 20-minute break.

22 But, if the parties with standing could
23 please, and ensure that one representative or counsel, make
24 their way to the Brighton Room on the second floor, then
25 there will be three counsel in the room to assist in the

1 verification process. If you do it at the beginning of the
2 break, then hopefully we can afford enough time to also
3 have a break. So, on that basis, I kindly ask that we
4 return -- it's now 3:09, so can we please return at 3:30?
5 Thank you.

6 --- Upon recessing at 3:11 p.m.

7 --- Upon resuming at 3:53 p.m.

8 **MS. CHRISTA BIG CANOE:** Chief Commissioner,
9 Commissioners, if we can get started again. I have the
10 first three parties listed. There will be a list produced
11 and distributed first to the commissioners and then to the
12 tables for parties withstanding, it just takes a few
13 minutes to produce. What we do know though is the first
14 three parties that we will be calling.

15 So a couple of quick notes, just for
16 housekeeping purposes. Pursuant to the rules, essentially
17 when we are doing examination in-chief there's a
18 prohibition in place that doesn't allow parties that are
19 crossing to ask the witnesses about the evidence as they're
20 giving it. Once the examination in-chief is complete, the
21 reverse is true.

22 So at this point, any counsel that have led
23 in examination in-chief it's not a prohibition on talking,
24 like how's the weather, would you like food, those type of
25 questions, but in terms of the evidence. So counsel are

1 instructed not to indicate, instruct or speak with their
2 witnesses in relation to the evidence that will be given
3 during the cross-examination. And so I just want to remind
4 everyone that that rule is in effect now.

5 And the commission counsel would like to
6 invite up -- the first party is the MMIWG Coalition for
7 Manitoba, Ms. Catherine Dunn, will have nine-and-a-half
8 minutes.

9 **--- CROSS-EXAMINATION BY MS. CATHERINE DUNN:**

10

11 **MS. CATHERINE DUNN:** Commissioners, before I
12 begin, I would like to take a moment to recognize that we
13 are on Treaty 4 land and to acknowledge the traditional
14 lands on which this hearing is taking place this week.

15 My questions this afternoon are for
16 Commissioner Lucki.

17 **MS. CATHERINE DUNN:** And Commissioner Lucki,
18 I noted you began your direct testimony this morning by
19 rendering an apology to Indigenous peoples across the
20 country. Is that a fair comment?

21 **COMMISSIONER BRENDA LUCKI:** Yes, it is.

22 **MS. CATHERINE DUNN:** All right. And with
23 that apology, I take it you are as the Commissioner -- the
24 new Commissioner of the RCMP acknowledging that the RCMP
25 has had a number of failures when it comes to their

1 dealings with Indigenous peoples across Canada?

2 **COMMISSIONER BRENDA LUCKI:** I would say
3 there are times when we could have done better.

4 **MS. CATHERINE DUNN:** I am suggesting to you
5 that you have failed Indigenous people on a number of
6 specific areas, and I will go into those right now. For
7 example, there has been in the RCMP a protocol from 2006
8 with respect to imposing bias-free policing policies in the
9 RCMP. Is that correct?

10 **COMMISSIONER BRENDA LUCKI:** Yes.

11 **MS. CATHERINE DUNN:** Does that mean that the
12 RCMP when they made that policy in 2006 admitted that they
13 had bias policing in the force?

14 **COMMISSIONER BRENDA LUCKI:** Sorry, I didn't
15 quite understand.

16 **MS. CATHERINE DUNN:** You didn't under the --
17 the question that I had was in 2006, the RCMP instituted a
18 bias-free policing policy; correct?

19 **COMMISSIONER BRENDA LUCKI:** Yes.

20 **MS. CATHERINE DUNN:** Does that mean that in
21 2006, the RCMP admitted to having bias policing in the
22 RCMP?

23 **COMMISSIONER BRENDA LUCKI:** I can't say if
24 they -- at that point if we admitted that we had non-bias
25 free policing. What I can say is that we brought a policy

1 in in 2006 to address any issues or make our police force a
2 better institution. I don't know what the thinking was
3 behind that policy.

4 **MS. CATHERINE DUNN:** In 2018, do you feel
5 that the RCMP has a ways to go in terms of biased policing
6 policy?

7 **COMMISSIONER BRENDA LUCKI:** I think there
8 are still individuals that need to be held to account that
9 maybe aren't living our core values, and I think as a
10 police force we're moving towards a more positive relation
11 with the people that we serve.

12 **MS. CATHERINE DUNN:** The RCMP has been
13 mandated to police this country since 1873. Is that
14 correct?

15 **COMMISSIONER BRENDA LUCKI:** Yes.

16 **MS. CATHERINE DUNN:** And it's only in 2006
17 that the RCMP has instituted a bias-free policing policy.
18 Is that fair to say?

19 **COMMISSIONER BRENDA LUCKI:** Yes, the policy
20 came in in 2006.

21 **MS. CATHERINE DUNN:** All right. Well,
22 you're saying the policy came in. I am suggesting to you
23 that the reason that the policy came in is because it was
24 brought to the attention of the RCMP that their policing
25 policies were biased towards Indigenous peoples. That was

1 the purpose of the 2006 policy. Is that a fair statement?

2 **COMMISSIONER BRENDA LUCKI:** I can't say why
3 the policy was brought. I didn't bring the policy in.
4 What I can say is that we need -- obviously there was a
5 policy brought in to address that, and we bring in policies
6 all the time. And it's not always to do with negative
7 things, but we bring in policies to sometimes address gaps.
8 So that may in fact have been that, but I can't say for
9 sure.

10 **MS. CATHERINE DUNN:** Do you as the
11 commissioner of the RCMP applaud a policy that allows for
12 bias-free policing?

13 **COMMISSIONER BRENDA LUCKI:** I applaud
14 anything that makes us a better police force.

15 **MS. CATHERINE DUNN:** Do you applaud the 2006
16 policy against police bias and policing in the RCMP?

17 **COMMISSIONER BRENDA LUCKI:** If the bias-free
18 policing policy makes us better, then yes, I do applaud it.
19 Sorry ---

20 **MS. CATHERINE DUNN:** Do you accept any
21 responsibility as the Commissioner for the RCMP to
22 institute policies on an ongoing basis that will direct
23 itself specifically to the issue of police bias?

24 **COMMISSIONER BRENDA LUCKI:** We obviously,
25 during that time, felt it was necessary to put that policy

1 in place.

2 **MS. CATHERINE DUNN:** You don't have a need
3 for that policy in 2018?

4 **COMMISSIONER BRENDA LUCKI:** I think there's
5 a need all the time to address treating people equally and
6 fair. I ---

7 **MS. CATHERINE DUNN:** Is your answer yes or
8 no, Commissioner? There is a need for that policy or there
9 is not in 2018?

10 **COMMISSIONER BRENDA LUCKI:** Yes, I think
11 there's still a need.

12 **MS. CATHERINE DUNN:** All right. The RCMP
13 has had a great deal of difficulties internally with its
14 own members and police force in recent times. Is that fair
15 to say?

16 **COMMISSIONER BRENDA LUCKI:** We've had some
17 recent lawsuits, yes.

18 **MS. CATHERINE DUNN:** And in particular, your
19 mandated letter that you've referred to, which is Exhibit 3
20 in these proceedings, at page 2, paragraph 3 of that letter
21 states that in welcoming you onboard as the Commissioner
22 that a priority will also be to implement measures that
23 address mental health and wellness across the RCMP. Is
24 that correct?

25 **COMMISSIONER BRENDA LUCKI:** Yes, that's

1 correct, we have a mental health strategy.

2 **MS. CATHERINE DUNN:** You have a mental
3 problem in the RCMP. Isn't that fair to say?

4 **COMMISSIONER BRENDA LUCKI:** I think there's
5 members that do suffer from things like PTSD and mental
6 health, yes. So we do have a strategy to address that.

7 **MS. CATHERINE DUNN:** And the strategy that
8 you have in place right now with respect to mental health
9 issues in the RCMP has resulted, and I don't say whether
10 this is a good action or a bad action, but it has resulted
11 in a class action of \$1.1 billion by RCMP members and
12 people employed by the RCMP to deal with issues of
13 harassment within -- by themselves within the force. Isn't
14 that fair to say?

15 **COMMISSIONER BRENDA LUCKI:** Which lawsuit
16 are you referring to?

17 **MS. CATHERINE DUNN:** Well, I'm -- the CBC
18 has just announced a \$1.1 billion lawsuit, class action,
19 representing a culture of bullying, intimidation and
20 harassment by former members and employees of the RCMP.

21 **COMMISSIONER BRENDA LUCKI:** Yes. That's a
22 new lawsuit. I don't have the details, specifically. I'm
23 not sure if it's tied to mental health.

24 **MS. CATHERINE DUNN:** Okay. I would think
25 that the words "bullying" and "harassment" are tied to

1 mental health, whether you're the victim or the person that
2 is bullying or harassing. Do you agree with me?

3 **COMMISSIONER BRENDA LUCKI:** When we refer to
4 mental health in this mandate letter, we're referring to
5 the effects of policing on members of the RCMP. Things
6 like PTSD and mental health diagnosis, and I'm not sure if
7 bullying or harassment fall under that. So I'm sort of
8 confused to what you're referring to.

9 **MS. CATHERINE DUNN:** Okay. Are you denying
10 that there is a culture problem in the RCMP dealing with
11 bullying and harassment of its own members?

12 **COMMISSIONER BRENDA LUCKI:** I don't call it
13 a problem. I think we're working to change the culture.
14 Many of the lawsuits that have come forward are based on
15 incidents that have happened in past times, and I think we
16 probably still have some of it, but I'm not sure on a scale
17 where you would place that. But we definitely need to make
18 positive changes, yes.

19 **MS. CATHERINE DUNN:** How many female members
20 are there currently in the RCMP who hold management
21 positions similar to your own?

22 **COMMISSIONER BRENDA LUCKI:** Oh, good
23 question. I don't have those specific numbers in front of
24 me. I know myself to -- myself plus two were in the room,
25 but there are several -- actually our numbers in upper

1 management are actually quite good.

2 **MS. CATHERINE DUNN:** So, there are several
3 members, and there are in total 30,000 employees of the
4 RCMP including non-police members?

5 **COMMISSIONER BRENDA LUCKI:** Approximately
6 30,000, yes.

7 **MS. CATHERINE DUNN:** Okay. So, that's not
8 very many, is it?

9 **COMMISSIONER BRENDA LUCKI:** I don't know the
10 numbers exactly. I -- or percentages.

11 **MS. CATHERINE DUNN:** Okay. But, you said
12 several?

13 **COMMISSIONER BRENDA LUCKI:** Yes, I don't
14 have the percentages, sorry. I could -- I don't have them
15 in front of me.

16 **MS. CATHERINE DUNN:** Would you say that's an
17 abysmal statistic?

18 **COMMISSIONER BRENDA LUCKI:** I don't have the
19 statistic in front of me. I'm sorry.

20 **MS. CATHERINE DUNN:** Okay. Families, we
21 have heard throughout this hearing, are very upset with the
22 way the RCMP deal with complaints by family members about
23 missing members of their family, do you have any specific
24 written policy on how RCMP members are to deal with
25 complaints from the public about missing family members?

1 **COMMISSIONER BRENDA LUCKI:** We have revamped
2 our parts as a result of this Inquiry, some of the things
3 that we do in regards to missing and murdered women.

4 **MS. CHRISTA BIG CANOE:** Thank you.

5 **MS. CATHERINE DUNN:** Thank you. Those are
6 -- I believe I'm over now.

7 **MS. CHRISTA BIG CANOE:** Yes. Thank you.
8 Were you still answering the question?

9 **COMMISSIONER BRENDA LUCKI:** Yes.

10 **MS. CHRISTA BIG CANOE:** Please continue the
11 answer.

12 **COMMISSIONER BRENDA LUCKI:** I'm just getting
13 my -- recently, we've developed a protocol to improve the
14 communication between missing and murdered Indigenous
15 women's families. And, we've created a -- I know Deputy
16 Commissioner Brenda Butterworth-Carr's going to speak to it
17 in detail, but it's a form that will ensure that we have
18 more timely communication with families and regular
19 communication.

20 **MS. CHRISTA BIG CANOE:** Thank you. Next,
21 Commission Counsel would like to invite up the Independent
22 First Nations represented by Ms. Josephine de Whytell. Ms.
23 de Whytell will have 9-and-a-half minutes, please.

24 --- CROSS-EXAMINATION BY MS. JOSEPHINE DE WHYTELL:

25 **MS. JOSEPHINE DE WHYTELL:** Hi. Thank you.

1 I have question for -- some questions for the first
2 witness, Ms. Lucki. You mentioned that the Treasury Board
3 is involved in planning at the policy stage. In your
4 experience, does this create competition for funding
5 between different police agencies? And, if so, do you
6 agree that Indigenous self-administered policing deserves
7 priority?

8 **COMMISSIONER BRENDA LUCKI:** I'm not sure
9 really what you're referring to when you say that Treasury
10 -- I know with us, we are funded through the Treasury
11 Board. I'm not sure how the self-administered police
12 agencies are funded, so I don't know if we're competing for
13 funding. Obviously, a lot of government agencies compete
14 with the Treasury Board for funding. And, to do with your
15 question, I think any -- as long as a police force is
16 responsive to the needs of the people that they're serving,
17 whether they're self-administered, whether it's the RCMP,
18 but it's important that we are culturally sensitive and
19 that we respond to the needs of the community. And, if we
20 can do that as an organization, then I think the community
21 is better -- will do better for it. So, they will with
22 self-administered as well.

23 **MS. JOSEPHINE DE WHYTELL:** Thank you. Would
24 you agree that the police services that are not self-
25 administered would not have the same understanding and

1 knowledge to be able to interpret inherent laws and customs
2 on the First Nation that affect how certain situations are
3 seen?

4 **COMMISSIONER BRENDA LUCKI:** I think if non
5 self-administered police agencies did not take the time to
6 learn about the cultures or get involved in the community,
7 consult with the community, then most definitely they might
8 be missing out. Having some education of those communities
9 is definitely an asset for our police force. Would local
10 members from those communities have better knowledge? I
11 think they would. If they were born and raised in those
12 communities, absolutely.

13 **MS. JOSEPHINE DE WHYTELL:** Thank you. Where
14 communities have populations of less than 15,000 people,
15 Ottawa contributes 30 percent towards the cost of policing
16 for those communities that opt to use the RCMP. So, there
17 have been various movements towards unionization at the
18 RCMP. In your view, would this drive the cost up for First
19 Nation communities who rely on the RCMP?

20 **COMMISSIONER BRENDA LUCKI:** I can't say for
21 sure if it would, because in unionization, obviously, there
22 would be a lot of items that would be negotiated. So,
23 depending on what happens with those negotiations, it may
24 in fact raise the cost, it may not. There might be items
25 that are cost-neutral. It's hard to say what will be

1 negotiated. We don't have a bargaining agent yet, but...

2 **MS. JOSEPHINE DE WHYTELL:** The First Nation
3 Policing Program is due to expire in 2018 as I understand,
4 but the Independent First Nations receive services from a
5 combination of self-administered services so as to ensure
6 they're culturally appropriate policing in their
7 territories. Is the RCMP involved in contingency planning
8 to provide for these communities in the event that the
9 government decides not to extend that program?

10 **COMMISSIONER BRENDA LUCKI:** To date, we
11 don't have any indication that it won't be extended.
12 Obviously, the First Nations Policing Program is to enhance
13 the existing police that are there, so we still do have a
14 police presence in those communities. That's the beauty of
15 the RCMP in the sense that if there's a need, for example,
16 in a certain situation like you saw in the Fort McMurray
17 fires, that would be an exaggerated example, whereby we can
18 deploy members to those areas for that event, because we're
19 all under one umbrella. So...

20 **MS. JOSEPHINE DE WHYTELL:** Okay. Would you
21 agree that national strategies, particularly in respect of
22 missing and murdered Indigenous women, are difficult to
23 implement consistently when they're reliant on annual
24 negotiation program funding? And, does the RCMP support
25 the creation of federal legislation to make it easier for

1 First Nation Police Services to operate within their
2 territories in accordance with the law?

3 **COMMISSIONER BRENDA LUCKI:** I think the
4 positives to national policies are that they do in fact
5 provide a standardized approach to policing. I think it
6 also -- in our organization, we still leave flexibilities
7 to the divisions to create their own programming, so I
8 think it's kind of a hybrid model that assists. When
9 something is that important, we would make it a national
10 policy to standardize. So, I think it's a positive,
11 because then we have everybody doing something in a
12 positive manner across, from coast-to-coast-to-coast. As
13 far as supporting a government legislation, I guess I'd
14 have to see the legislation before I could comment.

15 **MS. JOSEPHINE DE WHYTELL:** Okay. There are
16 common stereotypes about police culture including that it
17 is patriarchal, domineering, violent. Given that these
18 stereotypes echo the signifiers of intimate partner
19 violence, as a woman in the top job, how are you tackling
20 the deep-rooted sexism that prevents women from wanting to
21 join the police and from turning to the police for help?

22 **COMMISSIONER BRENDA LUCKI:** Well, I think
23 the fact that I just got named is one step. I think we
24 have to change and improve our culture in the RCMP. I
25 think people are -- it's easy to be accountable -- more

1 easy to be accountable to yourself, but I think our
2 organization needs to own this bad behaviour, and we need
3 to call it out, and hold others to account. I want our
4 employees to have the courage to come forward, and to hold
5 those members or employees accountable for that behaviour.
6 And, until we do that, we need to move forward in that
7 positive direction. Are we going to eliminate it? I don't
8 think we're going to eliminate it, but we definitely -- I'm
9 going to die trying.

10 **MS. JOSEPHINE DE WHYTELL:** Thank you.

11 You've provided resources and spoken at length about the
12 bias-free policing models that are implemented and taught
13 to cadets. And, in fact, you seem to indicate success in
14 that endeavour. However, incidents such as the RCMP's
15 handling of Colten Boushie's case can bring the entire
16 Indigenous community together in opposition to the RCMP.
17 This negative perception can have major implications for
18 women, girls and 2SLGBTQAI people needing police help.

19 So, my question is this, whether incidents
20 of violence involving Indigenous and non-Indigenous people,
21 and there may or may not be an element of racism, how does
22 the RCMP prevent the perception that they exist to protect
23 and serve those with privilege?

24 **COMMISSIONER BRENDA LUCKI:** We need to be
25 more inclusive, more tolerant. Again, are we going to

1 eliminate racism? I don't know if we will, but if we can
2 hold those to account and make sure it doesn't happen again
3 and use those as examples.

4 As far as the new generations coming through
5 our academy, they're more inclusive, they're more open,
6 they're more tolerant, and we have an opportunity every
7 year with almost over 1,000 graduating. In four or five
8 years, we can change a quarter of our police -- more than a
9 quarter of our police organization, so we need to continue
10 in that light, you know, dealing with teaching new cadets,
11 but also holding current members and employees accountable.

12 **MS. JOSEPHINE DE WHYTELL:** When other -- for
13 example in the legal profession, this continuing
14 professional development, what continuing professional
15 development do police officers have to take particularly
16 with respect to racism? You mentioned that there was an
17 online course that they had to take, I was wondering if
18 that's all or is there more.

19 **COMMISSIONER BRENDA LUCKI:** Well, our
20 training is based on our core values. We have five core
21 values. But, we also have, as I said earlier, two courses
22 that are mandatory, the respectful workplace and violence
23 in the workplace. We also have -- we have created a place
24 where our employees can report, with anonymity, any events
25 that they feel are disrespectful. We have a harassment

1 policy which we're going to review in order to be more
2 transparent. And, when people are found -- we've changed
3 it so that in our harassment policies, if people are found
4 to have been harassing, it goes over to a code of conduct
5 side, so that they'll be dealt with in that area.

6 **MS. JOSEPHINE DE WHYTELL:** Thank you. My
7 time is up.

8 **MS. CHRISTA BIG CANOE:** Thank you, Ms. de
9 Whytell. Next, we'd like to invite up the Assembly of
10 First Nations, Ms. Julie McGregor, will have nine and a
11 half minutes.

12 **--- CROSS-EXAMINATION BY MS. JULIE MCGREGOR:**

13 **MS. JULIE MCGREGOR:** Good morning *[sic]*,
14 Commissioners and panel members. My name is Julie McGregor
15 and I represent the Assembly of First Nations. I would
16 like to thank the Treaty 4 people for welcoming me onto
17 their territory and I would like to thank the elders, as
18 well as the drum and the sacred items in the room.

19 My questions today are for Commissioner
20 Lucki, and I would like to start with your evidence that
21 you provided on recruitment. You discussed a document
22 which is entitled, Overview of the Testimony of
23 Commissioner Brenda Lucki. I'm sorry, I don't remember the
24 exhibit number, but can this document be put before the
25 witness?

1 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
2 2, please.

3 **MS. JULIE MCGREGOR:** Exhibit 2. Thank you.
4 Do you have it in front of you?

5 **COMMISSIONER BRENDA LUCKI:** Yes, I do.

6 **MS. JULIE MCGREGOR:** Okay. Thank you. Can
7 you please turn to page 11, or is it -- actually, it's not
8 11. Oh, sorry. Actually, it's page 16. It is the portion
9 discussing the cadet training program. Can you -- oh,
10 sorry. I'm sorry, I'm confused with the pages. I have 13
11 here. Yes, sorry, it is page 13, the Aboriginal pre-cadet
12 training program. My apologies.

13 **COMMISSIONER BRENDA LUCKI:** Yes.

14 **MS. JULIE MCGREGOR:** If you can look at the
15 second paragraph on page 13, and I'll read it out to you,
16 it talks about:

17 "Since its inception in 1994, 495 Indigenous
18 candidates have graduated from APTP. Of
19 those graduates, 52 individuals, which is
20 10.5 percent, have become RCMP regular
21 members and 22 are employed within the
22 organization in other capacities."

23 So, of the almost 25 years since the
24 inception of this program, you have had 52 individuals
25 become RCMP regular members; is that correct?

1 **COMMISSIONER BRENDA LUCKI:** Yes.

2 **MS. JULIE MCGREGOR:** How many of these 52
3 members are First Nations?

4 **COMMISSIONER BRENDA LUCKI:** They're all
5 First Nations.

6 **MS. JULIE MCGREGOR:** Well, are they all
7 First Nations or are they all Indigenous?

8 **COMMISSIONER BRENDA LUCKI:** Sorry. We
9 haven't divided them out in what category. Sorry.

10 **MS. JULIE MCGREGOR:** Okay. So, is 52
11 Indigenous members after almost 25 years a good success
12 rate for the program?

13 **COMMISSIONER BRENDA LUCKI:** For that
14 particular program, because it isn't big -- like of the --
15 it's once a year and it's approximately, I think, 12 to 20
16 people that come to the academy per year. I know that Dee
17 Stewart from BC is going to speak specifically because
18 she's actually a facilitator on that course, so she will be
19 speaking more in depth, but it's only once a year with
20 maybe, at most, two dozen candidates. I'm not even sure of
21 the exact number.

22 **MS. JULIE MCGREGOR:** Okay. So, today, in
23 2016, Indigenous people make up 4.9 percent of the
24 population of Canada, but 25 percent of the entire inmate
25 population is Indigenous, and over 35 percent of federally

1 incarcerated women are Indigenous. And, as we've heard
2 today from Mr. Bellegarde, 46 percent of admissions to
3 correctional services in 2016 and 2017 were Indigenous
4 youth. How would you, as Commissioner of the RCMP, create
5 systematic changes which would result in higher numbers of
6 Aboriginal RCMP officers or Indigenous RCMP officers?

7 **COMMISSIONER BRENDA LUCKI:** We do have
8 proactive recruiters, but I think we have to work harder to
9 ensure that we get more Indigenous members or Indigenous
10 applicants. Right now, our percentages are in the low --
11 under 10 obviously, but -- I've mentioned the numbers
12 earlier, they're not as high we would like to. I think
13 part of it is, if we make a more positive culture within
14 our organization, I think that will attract more Indigenous
15 members. I think if we do more proactive recruiting in
16 those areas where Indigenous youth are located, that may
17 help.

18 The partnership with AFN, with their
19 advisory councils are going to help, and of course anybody
20 in this room who knows somebody who would like to join the
21 RCMP, who is Indigenous, I'd gladly talk to them
22 personally.

23 **MS. JULIE MCGREGOR:** Now, you talked about
24 changing -- making a more hospitable culture within the
25 RCMP, and that kind of segues into my next question which

1 is also located in your evidence on page 19 of the same
2 document, Exhibit 2, Section 2.1, which is the Indigenous
3 Cultural Competency Training section.

4 Now, I'm not going to read it all out to
5 you, but basically it discusses the online training course
6 the cadets -- after leaving the cadet training, they
7 complete a six month on-the-job training course and this
8 online course that is provided, and also it discusses the
9 KAIROS Blanket Exercise which you've talked about in your
10 testimony. But, do any of these training programs, do they
11 address the over 100 year history First Nations have with
12 the RCMP and the RCMP's role in, say, the permit system,
13 residential schools or the Sixties Scoop?

14 **COMMISSIONER BRENDA LUCKI:** It is in both
15 the Aboriginal Perceptions course that I took -- the one
16 week course I referred to, and I also took the online
17 Aboriginal and First Nations Awareness course, it does talk
18 about the role we've played in residential schools. It
19 talks about some of the roles -- it's not specific to that,
20 but it also talks about the history of Indigenous people in
21 Canada and, in parts, the role we played.

22 **MS. JULIE MCGREGOR:** I'd like to ask you a
23 question about police oversights. Many First Nation
24 individuals assert that they are mistreated by members of
25 the RCMP, however they fail to report acts of assaults,

1 mistreatment, abuse and so on, because they feel that --
2 they fear retaliation and/or they're not confident in the
3 police process that it will yield any corrective action.
4 Do you believe that a civilian oversight committee with
5 investigative powers or say an ombudsmen will yield more
6 confidence for First Nations people?

7 **COMMISSIONER BRENDA LUCKI:** I think any
8 oversight is a positive step. I know as a result of some
9 of the input that we've received from the Inquiry or the
10 families and survivors, we've created a new national
11 investigative standard and procedures unit and that's the
12 centre of expertise and oversight for high profile and
13 major case investigations to increase the prospect of
14 successful prosecution and criminal investigations, and
15 there's 19 people assigned to that unit. It's -- it came
16 in this year as a result of exactly input like that.

17 We also have created a -- what is it? Risk
18 Assessment Intake -- sorry, no. Oh, if the victim of such
19 a crime is First Nations, Métis or Inuit, we have put in
20 our policy that consideration should be given to seek
21 guidance from elders for the cultural protocols, and as
22 well in certain investigations, we do have, where we call
23 in oversight outside of the RCMP depending on the nature of
24 the investigation.

25 **MS. JULIE MCGREGOR:** I just have time for

1 one more quick question. In terms of discrimination and
2 the police, would you agree that it is hard to determine
3 the occurrence of discriminatory conduct on behalf of -- by
4 police officers because there is a lack of statistics?

5 **COMMISSIONER BRENDA LUCKI:** I would say
6 that's part of it. I think another part of it is if we're
7 not -- if it's not being reported -- it's being talked
8 about, but not reported. So, we need to create an
9 environment where people fear -- do not fear coming forward
10 to report such behaviour by our police officers.

11 **MS. JULIE MCGREGOR:** Is it true that police
12 officers are not required to maintain statistics on the
13 race of the individuals they interact with?

14 **COMMISSIONER BRENDA LUCKI:** I'm not sure.

15 **MS. JULIE MCGREGOR:** I'm over my time.

16 Thank you very much.

17 **COMMISSIONER BRENDA LUCKI:** Okay.

18 **MS. CHRISTA BIG CANOE:** Thanks, Ms.

19 McGregor.

20 Just for the purpose of the record, the --
21 and for parties with standing's awareness to, the next
22 party, as per the draw and verification would have been
23 Regina Treaty Status Indian Services. Ms. Erica Beaudin,
24 with consent of Commission Counsel, is actually going to be
25 moved down on the list because for humanitarian reasons and

1 her organization are assisting the family of an MMIW whose
2 wake is this evening, and she had to leave early. On that
3 basis, and if there's no objections from other parties, we
4 will invite Ms. Beaudin up first thing in the morning, but
5 proceed to the next party.

6 I'm seeing no objections, so I will actually
7 ask now the Assembly of First Nations, Québec-Labrador, Ms.
8 Wina Sioui, and I'm sorry if I've mispronounced your name.

9 **--- CROSS-EXAMINATION BY MS. WINA SIOUI**

10 **MS. WINA SIOUI:** Chers commissaires,
11 bonjour.

12 Je reconnais le territoire des nations du
13 traité 4 et les remercie pour leur chaleureux accueil. Je
14 voudrais aussi reconnaître la présence des aînés et des
15 familles ayant perdu un être cher qui sont présents dans la
16 salle, qui sont au cœur même de la présente commission
17 d'enquête.

18 Je remercie les membres du panel qui ont
19 parlé un peu plus tôt, mais malheureusement, mes questions
20 s'adressent à Monsieur Richard Coleman et concernent les
21 corps policiers des communautés des Premières Nations.

22 Bonjour Monsieur Coleman. Est-ce exact de
23 dire que les corps policiers des Premières Nations sont
24 créés et financés dans le cadre d'ententes triparties ayant
25 toutes une date de début et une date de fin?

1 **MR. RICHARD COLEMAN** : Non, ce n'est pas
2 correct.

3 **MS. WINA SIOUI** : Pouvez-vous expliquer?

4 **MR. RICHARD COLEMAN** : Nous avons trois
5 ententes en vertu de traités, trois corps de police qui
6 existent en vertu d'un traité. C'est la nuance que
7 j'apporterais.

8 **MS. WINA SIOUI** : Okay. Donc, vous dites que
9 les ententes qui sont prévues en fonction de traités,
10 qu'est-ce que vous voulez dire par traité? Parce que je
11 connais le Traité Huron Britannique de 1760 de la Nation
12 huronne-wendat, mais je ne connais pas d'entente de police
13 prévue en fonction du traité..

14 **MR. RICHARD COLEMAN** : J'attire votre
15 attention sur la Convention de la baie James et la
16 Convention du Nord-Est, où les trois corps de police
17 concernés pour les Cris, les Inuits et les Naskapis sont
18 ensachés dans le traité, dans la convention et aussi dans
19 la Loi sur la police.

20 **MS. WINA SIOUI** : Parfait. Donc, sauf les
21 nations Naskapi, Cries et Inuit, toutes les ententes
22 tripartites des communautés des Premières Nations au Québec
23 ont une date de début et une date de fin. Est-ce exact?

24 **MR. RICHARD COLEMAN** : J'apporterais une
25 nuance sur Kahnawake : il y a une entente de financement

1 tripartite qui a une date pis une fin et y'a une entente
2 bipartite entre Québec et le Mohawk Council de Kahnawake
3 qui crée et établit le corps de police des Peace Keepers et
4 qui est une entente qui est automatiquement renouvelable
5 aux cinq ans.

6 **MS. WINA SIOUI** : D'accord. Donc, on comprend
7 qu'il y a combien d'ententes qui ont une date de début et
8 de fin, au Québec?

9 **MR. RICHARD COLEMAN** : Ententes de
10 financement?

11 **MS. WINA SIOUI** : On parle encore des mêmes
12 ententes, là : les ententes tripartites des Premières
13 Nations, qui mettent en place le financement et qui créent
14 le corps policier.

15 **MR. RICHARD COLEMAN** : Okay, votre question
16 est claire. Il y en a 18.

17 **MS. WINA SIOUI** : Il y en a 18. Donc, le 31
18 mars, on s'entend que c'était la plus récente date butoir
19 prévue aux ententes de ces 18 communautés des Premières
20 Nations ou des 18 ententes tripartites. Le 31 mars, c'était
21 la date butoir, ce qui veut dire que... est-ce que c'est
22 exact de dire qu'il y avait un risque, au Québec, le 31
23 mars dernier, que les corps policiers des Premières Nations
24 de ces 18 ententes-là soient fermés? Est-ce qu'il y avait
25 un risque, quel qu'il soit? Est-ce exact qu'il y en avait

1 un?

2 **MR. RICHARD COLEMAN** : J'imagine que oui.

3 **MS. WINA SIOUI** : La réponse : oui ou non?

4 **MR. RICHARD COLEMAN** : Oui, il y avait un
5 risque, de la manière dont vous le présentez.

6 **MS. WINA SIOUI** : Est-ce qu'il peut exister
7 un risque similaire pour tout autre corps policier au
8 Québec? Oui ou non?

9 **MR. RICHARD COLEMAN** : Oui, il y a des
10 risques pour d'autres corps de police.

11 **MS. WINA SIOUI** : Il y a des risques que
12 selon une certaine date, en fonction d'une entente, qu'un
13 corps policier au Québec se termine sans que le corps de
14 police... sans qu'il y ait aucune autre alternative?

15 **MR. RICHARD COLEMAN** : Je ne comprends pas
16 votre question.

17 **MS. WINA SIOUI** : Ma question, c'est...

18 **MR. RICHARD COLEMAN** : Permettez-moi de finir
19 la réponse... Je vais essayer de compléter ma réponse.

20 **MS. CHRISTA BIG CANOE**: And, I want to let
21 you finish it. I just want to remind counsel, if you ask a
22 question, you have to let the witness answer it, please.

23 **MS. WINA SIOUI**: J'ai très bien compris : le
24 témoin a dit que ma question n'était pas claire et je
25 tentais simplement de reformuler.

1 **MS. CHRISTA BIG CANOE:** Thank you.

2 **MS. WINA SIOUI:** Donc, je n'ai pas besoin de
3 reformuler? Je vous écoute.

4 **MR. RICHARD COLEMAN :** Dans le fond, il y a
5 au-dessus de 200 corps de police au Québec dans les
6 15 dernières années qui ont été fermés : des corps de
7 police municipaux qui ont été intégrés à la Sûreté du
8 Québec ou qui ont cessé d'exister, dans le fond. Alors..

9 **MS. WINA SIOUI :** Okay, merci.

10 Pendant votre présentation, vous avez
11 mentionné que la SQ, par contre qui, la SQ, c'est la Sûreté
12 du Québec ,au Québec, qui prend charge immédiatement
13 advenant qu'un corps policier ferme ou... donc, qu'une
14 entente tripartite ne soit pas renouvelée. C'est la SQ qui
15 prend en charge le territoire desservi par le corps
16 policier Première Nation qui doit fermer. Est-ce exact?

17 **MR. RICHARD COLEMAN :** C'est exact. Dans le
18 fond, chaque corps de police qui cesse d'exister au Québec,
19 peu importe sa nature, le Ministre demande à la Sûreté du
20 Québec de prendre la desserte, pour pas qu'il y ait de
21 coupure de service, dans le fond.

22 **MS. WINA SIOUI :** Oui, merci. Mais je vous
23 ramène à votre propre présentation : vous avez mentionné
24 que la SQ n'était pas préparée pour une telle situation.
25 Est-ce que ma compréhension est bonne?

1 **MR. RICHARD COLEMAN** : Non. Ce que je dis,
2 c'est que la Sûreté aurait certainement un défi d'effectifs
3 s'il fallait que 18 ententes cessent en même temps.

4 **MS. WINA SIOUI** : Okay. Mais on vient de dire
5 qu'il y avait un risque, hein? Vous avez dit oui. Quel
6 était le plan préparé pour s'assurer qu'au 1^{er} avril, toutes
7 les communautés et les territoires des communautés des
8 Premières Nations pouvaient être desservis?

9 **MR. RICHARD COLEMAN** : Je ne suis pas au
10 courant du plan, parce que les négociations ne relèvent pas
11 de moi depuis un an, donc je ne suis pas...

12 **MS. WINA SIOUI** : Oui. Mais je ne pense pas
13 que ce plan-là aurait été fait avec les Premières Nations.
14 On parle d'un plan si le corps policier se termine : donc,
15 le plan, s'il ne doit pas relever... est-ce qu'il doit
16 relever du ministère de la Sécurité publique? Possiblement?

17 **MR. RICHARD COLEMAN** : J'imagine que c'est
18 une question pour la Sûreté du Québec dans un premier
19 temps. Et s'il y a une partie, évidemment, du ministère, il
20 faudrait l'adresser à la Direction générale appropriée.

21 **MS. WINA SIOUI** : Ok, merci. Donc, vous
22 n'êtes pas au courant?

23 **MR. RICHARD COLEMAN** : Non, exactement, je ne
24 suis pas au courant.

25 **MS. WINA SIOUI** : Merci. Dans le contexte des

1 audiences des 21 et 22 mars dernier devant la Commission
2 d'enquête qui est présentement en cours au Québec et de la
3 date butoir du 31 mars à laquelle on réfère présentement,
4 le Commissaire Viens faisait état d'une situation qui lui
5 faisait penser à l'obligation de conclure une entente avec,
6 et je cite : « un couteau sur la gorge », tandis qu'un des
7 procureurs de la Commission, lui, parlait de : « un fusil
8 sur la tempe. » C'est dans ce contexte-là que le
9 Commissaire a émis un troisième appel à l'action pour
10 tenter d'apporter son aide, pour que soit rétabli un
11 certain rapport de force pour que de réelles négociations
12 puissent avoir lieu et que de nouvelles ententes puissent
13 être conclues après le 31 mars 2018 pour adresser les
14 besoins réels des communautés puis apporter des ajustements
15 majeurs à leur situation.

16 Est-ce exact de dire que les négociations en
17 vue de la conclusion des nouvelles ententes triparties ont
18 commencé seulement quelques semaines avant la fin des
19 ententes, c'est-à-dire vers le mois de février 2018 par
20 l'envoi de lettres de convocation pour une première
21 rencontre. Est-ce exact?

22 **M. RICHARD COLEMAN:** Je suis pas au courant.

23 **Me WINA SIOUI:** Ah, vous n'êtes pas au
24 courant quand les négociations ont commencé pour... en vue de
25 la date de fin des ententes triparties de deux mille... 2018.

1 **M. RICHARD COLEMAN:** Oui, je vous réfère à
2 mon témoignage ou en début de la session. Les négociations
3 relèvent de la direction générale des affaires policières,
4 c'est leur prérogative. Je ne suis pas au courant ni
5 impliqué de quelque façon que ce soit dans ces négociations
6 dans la dernière année.

7 **Me WINA SIOUI:** Au 31 mars, n'est-il pas
8 exact de dire que le Québec n'était pas en position de
9 conclure de nouvelles ententes?

10 **M. RICHARD COLEMAN:** Je vais répéter la même
11 réponse : je ne peux pas répondre à une question dont je ne
12 suis pas impliqué, je n'ai pas connaissance.

13 **Me WINA SIOUI:** Parfait. Merci.

14 Est-ce exact de dire que les signataires des
15 ententes triparties ont été placées devant une situation
16 les obligeant à accepter la clause 6.10.2 des ententes pour
17 ne pas avoir à fermer leurs corps policiers? Par exemple,
18 premièrement, je vais prendre un peu de recul pour arriver
19 avec cette question-là : est-ce qu'une entente a été
20 conclue au 1^{er} avril 2018? Quand je dis « conclue », est-ce
21 que y'a une entente qui a été conclue et signée au 1^{er} avril
22 2018?

23 **M. RICHARD COLEMAN:** Je ne sais pas.

24 **Me WINA SIOUI:** Vous le savez pas!?

25 **M. RICHARD COLEMAN:** Non.

1 **Me WINA SIOUI:** Donc, aujourd'hui, on est le
2 25 juin 2018, combien d'ententes ont été conclues?

3 **M. RICHARD COLEMAN:** Je me répète : je ne
4 suis pas responsable des négociations des ententes
5 triparties...

6 **Me WINA SIOUI:** Oui.

7 **M. RICHARD COLEMAN:** ...de financement policier
8 depuis un an.

9 **Me WINA SIOUI:** Oui. Je vous parle pas...

10 **M. RICHARD COLEMAN:** Alors, je pourrais pas
11 témoigner...

12 **Me WINA SIOUI:** ...du tout de la négociation...

13 **M. RICHARD COLEMAN:** Bon, est-ce que je peux
14 finir ma réponse?

15 **Me WINA SIOUI:** ...du contenu des négociations,
16 hein?

17 **M. RICHARD COLEMAN:** Est-ce que je peux finir
18 ma réponse?

19 **Me WINA SIOUI:** Certainement.

20 **M. RICHARD COLEMAN:** Merci, vous êtes bien
21 aimable.

22 Alors, dans le fond, je ne peux pas répondre
23 à cette question-là parce que je ne suis pas dans les faits
24 de la stratégie de négociations, les développements des
25 négociations, c'est dans une direction générale qui est

1 dans une autre partie du ministère.

2 **Me WINA SIOUI:** OK. Merci.

3 **M. RICHARD COLEMAN:** Et ce n'est pas dans mon
4 mandat.

5 **Me WINA SIOUI:** Je comprends.

6 Est-ce exact de dire que si une entente est
7 conclue, elle devient publique?

8 **M. RICHARD COLEMAN:** La loi oblige que les
9 ententes signées par tous les partis soient déposées à
10 l'Assemblée nationale.

11 **Me WINA SIOUI:** Est-ce que vous êtes au
12 courant si une entente a été déposée?

13 **M. RICHARD COLEMAN:** Non, parce que je le
14 sais pas si y'a des ententes qui ont été signées, je ne
15 suis pas un participant aux négociations.

16 **Me WINA SIOUI:** Je vous ai demandé... je vais
17 répéter ma question : est-ce que vous êtes au courant si
18 une entente a été déposée, oui ou non?

19 **M. RICHARD COLEMAN:** Non.

20 **Me WINA SIOUI:** Merci.

21 Je reviens au commissaire Viens, à son
22 troisième appel à l'action. Quel est le suivi que le Québec
23 a donné suite à ces recommandations?

24 **M. RICHARD COLEMAN:** La seule chose que je
25 sais, c'est que y'a eu un appel à l'action et je crois que

1 les sommes... la partie Québec... du Québec a été versée, mais
2 je pourrais pas vous dire quand ou comment ou des détails
3 de cela.

4 **Me WINA SIOUI:** Mm. Donc, vous n'êtes pas en
5 mesure de nous dire aujourd'hui si des actions concrètes
6 ont été prises par le gouvernement du Québec suite au
7 troisième appel à l'action du commissaire Viens.

8 **M. RICHARD COLEMAN:** Ce que je vous dis,
9 c'est que je suis au courant que y'a une action de prise et
10 que les sommes ont été versées, mais je peux pas vous
11 donner des détails, je sais pas les montants, je sais pas
12 la date exacte, mais je sais que ç'a été fait.

13 **Me WINA SIOUI:** J'ai eu connaissance dans
14 votre documentation - et puis je suis désolée, j'ai pas eu
15 le temps de bien me préparer, j'ai eu des documents jusqu'à
16 hier soir -, donc j'ai vu que vous aviez mentionné - puis
17 vous me corrigerez si je me trompe - que le Québec avait
18 apporté des... il avait apporté des actions pour palier ou
19 pour répondre ou pour respecter le troisième appel à
20 l'action du commissaire Viens, c'est la raison pour
21 laquelle je vous posais cette question-là, je croyais que
22 vous pouviez en parler.

23 **M. RICHARD COLEMAN:** Ben, je vous le dis, je
24 sais que les sommes ont été versées, mais je sais pas la
25 date exacte, je sais pas les montants, et je crois que ça

1 inclut l'indexation prévue par le Fédéral, et on parle de
2 la partie québécoise, ça fait que...

3 **Me WINA SIOUI:** OK, mais le troisième...

4 **M. RICHARD COLEMAN:** ...mais j'en sais pas plus
5 que ça.

6 **Me WINA SIOUI:** Le troisième appel...

7 **M. RICHARD COLEMAN:** Mais je vous le confirme
8 dans le fond.

9 **Me WINA SIOUI:** ...à l'action du commissaire
10 Viens, ça ne prévoyait pas simplement des montants
11 d'argent, hein?

12 **M. RICHARD COLEMAN:** Bon, voyez-vous, c'est
13 une partie des négociations que je suis pas au courant là
14 dans le détail.

15 **Me WINA SIOUI:** Bon, je vous parle pas des
16 négociations, je vous parle du troisième appel à l'action.

17 **M. RICHARD COLEMAN:** Bon, le troisième appel
18 à l'action, Madame, je l'ai pas devant moi, alors si vous
19 voulez... je sais pas quoi vous dire là, ça fait plusieurs
20 fois que vous me posez la même question, peut-être je
21 pourrais répondre en anglais, je le sais pas là. Je le sais
22 pas, je suis pas au courant. C'est un volet de
23 négociations, cet appel à l'action là, ça fait que ç'a été
24 géré dans une direction générale qui s'appelle la Direction
25 générale des affaires policières. J'attire votre attention

1 sur l'organigramme.

2 **Me WINA SIOUI:** Parfait. Merci.

3 Est-ce exact de dire qu'au soutien des
4 négociations qui ont eu lieu à la fin de chaque... ou dans le
5 cadre de la fin des ententes triparties, des représentants
6 des communautés des Premières Nations déposent une analyse
7 de leurs besoins, que ce soit au niveau financier, humain,
8 infrastructure, formation, nouveau personnel, et cetera?

9 **M. RICHARD COLEMAN:** Pendant... pendant... sous
10 ma gouverne à moi?

11 **Me WINA SIOUI:** Oui.

12 **M. RICHARD COLEMAN:** Oui?

13 **Me WINA SIOUI:** Sur ce que vous pouvez
14 témoigner.

15 **M. RICHARD COLEMAN:** Oui, absolument. C'est
16 requis par le programme de police des Premières Nations, le
17 Fédéral l'exige.

18 **Me WINA SIOUI:** Merci.

19 Est-ce que le Québec en tient compte, le cas
20 échéant?

21 **M. RICHARD COLEMAN:** Le Québec tient toujours
22 compte des conseils que les directeurs de police nous
23 présentent.

24 **Me WINA SIOUI:** De quelle façon il en tient
25 compte?

1 **M. RICHARD COLEMAN:** Ben, ça fait partie des
2 échanges. La question de la réalité de la communauté, le
3 taux de criminalité, les effectifs en place, les besoins de
4 formation, de requalification, c'est toutes des choses
5 opérationnelles qui sont importantes à considérer.

6 **Me WINA SIOUI:** Par exemple, est-ce que... est-
7 ce que... pour démontrer que le Québec en prend compte ou
8 pour en prendre réellement compte et que ça soit pas
9 subjectif et objectif, est-ce que il existe une grille
10 d'évaluation des besoins?

11 **M. RICHARD COLEMAN:** Moi, j'ai jamais vu une
12 grille...

13 **Me WINA SIOUI:** Mm.

14 **M. RICHARD COLEMAN:** ...une grille d'évaluation
15 des besoins.

16 **Me WINA SIOUI:** Donc, il n'existe pas de
17 grille, à votre connaissance, d'évaluation des besoins?

18 **M. RICHARD COLEMAN:** Non, on n'utilise pas
19 une grille d'évaluation de besoins. Les besoins sont
20 présentés dans un... par les... par les conseils.

21 **Me WINA SIOUI:** Parfait. Justement, vous...
22 vous faites référence au terme « négociations » là des
23 ententes tripartites. Justement, qu'est-ce qui est négocié
24 exactement?

25 **M. RICHARD COLEMAN:** Ben, c'est tout le

1 processus d'échanges d'évaluer les besoins de la
2 communauté, la vision à long terme du conseil ou du
3 gouvernement régional, des choses de cette envergure-là.
4 C'est... c'est... où est-ce qu'on veut être dans cinq ans ou la
5 durée de l'entente, selon le cas. Là, on va avoir
6 supposément des ententes de dix ans, alors c'est vraiment
7 une vision à long terme aussi là. C'est une considération
8 importante.

9 **Me WINA SIOUI:** Dans le contexte des
10 négociations des ententes qui devaient ou doivent être
11 conclues suite aux ententes qui se terminaient au 31 mars
12 2018, est-ce que des offres différentes auraient été faites
13 selon la durée des ententes? Par exemple, selon la... selon
14 qu'une communauté signe pour un an ou qu'elle signerait
15 pour cinq ans par exemple, est-ce que... est-ce que des
16 offres du Québec peuvent être faites de façon différente?

17 **M. RICHARD COLEMAN:** Dans les...

18 **Me WINA SIOUI:** Ce ne serait pas la même
19 offre, par exemple, selon la durée de l'entente.

20 **M. RICHARD COLEMAN:** Dans les derniers mois,
21 vous voulez dire?

22 **Me WINA SIOUI:** Oui.

23 **M. RICHARD COLEMAN:** Ben, je suis pas au
24 courant de ces détails-là.

25 **Me WINA SIOUI:** OK. Justement devant la

1 Commission Viens, on a parlé entre autres des communautés,
2 hein, qui ont pas de services policiers Premières Nations.
3 Plusieurs, vous avez mentionné même le nombre, en avaient
4 déjà eu...

5 **M. RICHARD COLEMAN:** Mm-mm.

6 **Me WINA SIOUI:** ...et ont dû le fermer.

7 **M. RICHARD COLEMAN:** Oui.

8 **Me WINA SIOUI:** Contre leur gré,
9 possiblement, et n'en ont toujours pas. Entre autres,
10 devant la Commission Viens, le chef Steeve Mathias est venu
11 témoigner pour indiquer qu'il avait demandé officiellement,
12 formellement, de mettre en place un nouveau corps policier.
13 Est-ce que vous pouvez nous partager des informations à ce
14 sujet-là?

15 **M. RICHARD COLEMAN:** Moi, j'ai pas vu une
16 correspondance récente du chef Mathias, que je connais
17 bien. Je sais dans le passé, si on retourne à son dernier
18 mandat comme chef y'a peut-être sept, huit ou neuf ans, si
19 je me rappelle bien, on avait eu plusieurs échanges, on
20 avait même eu un facilitateur, le juge à la retraite Coutu,
21 qui avait facilité les discussions.

22 **Me WINA SIOUI:** Mm-mm.

23 **M. RICHARD COLEMAN:** Y'avait des discussions
24 autour d'« un » infrastructure « policier » parce que le
25 poste de police est maintenant vétuste et très vieux - il

1 doit être encore pire aujourd'hui, j'imagine -, et on avait
2 eu quand même des pourparlers assez... assez... ben, pas assez
3 avancés, mais assez... plusieurs... plusieurs rencontres, je
4 crois en 2010, 11, 12 peut-être là, de mémoire là.

5 **Me WINA SIOUI:** Mm-mm. Ma question, c'était :
6 quel... je comprends que j'ai pas été claire. Est-ce que le
7 Québec a prévu un plan global pour mettre en place les
8 services policiers dans les communautés des Premières
9 Nations qui n'en ont pas et qui souhaitent en avoir un?
10 Est-ce qu'il existe un plan qui aurait été... qui est
11 envisagé?

12 **M. RICHARD COLEMAN:** Y'a aucun plan. On
13 désire recevoir et on accueille toujours les propositions
14 des Premières Nations qui ont perdu leur corps de police,
15 on a eu des discussions avec certains chefs dans les
16 dernières années, mais y'a pas de plan comme un document
17 écrit ou quelque chose comme ça là.

18 **Me WINA SIOUI:** OK. J'aimerais vous poser une
19 question concernant les couts d'un policier d'un... les couts
20 des policiers au Québec. À votre connaissance, ou avez-vous
21 l'information, on en avait parlé devant la Commission
22 Viens. Je sais que c'était un engagement aussi du Québec
23 de revenir à ce sujet-là.

24 Combien coûte un policier membre d'un corps
25 policier Premières nations au Québec? Avez-vous...

1 connaissez-vous combien coûte un policier qui est membre
2 d'un corps policiers Premières nations?

3 **M. RICHARD COLEMAN:** Ça dépend. Si on
4 inclut les infrastructures, des choses comme ça, on peut
5 extrapoler en faisant une règle de mathématiques. Exemple,
6 si on regarde la représentation de M. Larose tout à
7 l'heure, on peut faire rapidement un constat sur combien ça
8 coûte un policier à Salluit, mettons, et on peut faire le
9 même genre d'exercice avec les autres communautés.

10 **Me WINA SIOUI:** Ma question c'est avez-vous
11 le chiffre, combien coûte un policier qui est membre d'un
12 corps policier autochtone au Québec en moyenne? Avez-vous
13 le chiffre, oui ou non? Et si vous l'avez, quel est-il?

14 **M. RICHARD COLEMAN:** Moi, je ne l'ai pas vu
15 récemment un chiffre comme ça...

16 **Me WINA SIOUI:** O.k.

17 **M. RICHARD COLEMAN:** ...comme vous le
18 décrivez.

19 **Me WINA SIOUI:** Avez-vous le même exercice
20 pour un policier de la SQ?

21 **M. RICHARD COLEMAN:** Je pourrais pas vous
22 dire. C'est pas dans ma direction générale. Les services
23 de police municipaux et la SQ c'est... mais ça doit.
24 J'imagine que ça existe ou ça serait facile à obtenir ou à
25 calculer.

1 **Me WINA SIOUI:** O.k. Donc, j'avais d'autres
2 questions, mais on va s'arrêter là, à moins que je peux en
3 poser une dernière?

4 **MS. CHRISTA BIG CANOE:** Sorry, you're out of
5 time. So, thank you. We just want to be fair to all
6 parties that have time.

7 **MS. WINA SIOUI:** I understand. Merci.
8 Merci.

9 **M. RICHARD COLEMAN:** Ça me fait plaisir.

10 **MS. CHRISTA BIG CANOE:** Next, we would like
11 to invite up the British Columbia Civil Liberties. I'm not
12 sure if it's Ms. McDermott or Mr. Vonn that will -- thank
13 you, Ms. McDermott.

14 **MS. MICHEAL VONN:** It's a surprise, it's Ms.
15 Vonn.

16 **MS. CHRISTA BIG CANOE:** Ms. Vonn. Oh, I'm
17 sorry.

18 **MS. MICHEAL VONN:** That's okay.

19 **MS. CHRISTA BIG CANOE:** Ms. Vonn, my
20 apologies.

21 **MS. MICHEAL VONN:** Yes. Not a problem.

22 **MS. CHRISTA BIG CANOE:** Ms. Vonn will have
23 nine and a half minutes, please.

24 **--- CROSS-EXAMINATION BY MS. MICHAEL VONN:**

25 **MS. MICHEAL VONN:** Thank you kindly. Good

1 afternoon.

2 I believe most of my questions will be for
3 Commissioner Lucki, and this is not eyeglass acting that
4 I'm doing here. I genuinely can't see you if I have these
5 on.

6 I would like to focus the first of my
7 questions on the bias-free policing policy to achieve
8 equitable policing services for all people. I'm wondering,
9 Commissioner, if you could tell us a little about how the
10 goals and objectives of this policy are evaluated or
11 measured.

12 **COMMISSIONER BRENDA LUCKI:** I'm not sure if
13 they are.

14 **MS. MICHEAL VONN:** So, to your knowledge,
15 there is no data collection that supports this evaluation?

16 **COMMISSIONER BRENDA LUCKI:** I'm not sure.
17 Sorry.

18 **MS. MICHEAL VONN:** With your vast experience
19 of policing, could you imagine that there are fields in the
20 current data collection mechanisms, such as forms, drop
21 down menus for recording encounters, et cetera, that could
22 be developed to support such an evaluation?

23 **COMMISSIONER BRENDA LUCKI:** I think I agree
24 with you. I know one thing with the RCMP, our business
25 intelligence, that's one area where we are weak and we are

1 working very hard to increase our business intelligence,
2 because often we would like to tell our story or provide
3 such statistics, and we're not able to. So, we really have
4 to get better at that.

5 **MS. MICHEAL VONN:** I believe -- thank you.
6 I believe that there is no requirement to record perceived
7 ethnicity or race in description fields, and yet there are
8 many description fields that include that descriptor. So,
9 in your view, Commissioner, would it be possible to mine
10 some of that ordinary collection in order to at least get a
11 baseline so that we could evaluate the efficacy of such
12 programs?

13 **COMMISSIONER BRENDA LUCKI:** I know our file
14 system does in fact have that field. And, we stress to our
15 members that in order to identify a suspect, employees may
16 use that category in order to properly identify a suspect,
17 whether it's an observable, physical description, height,
18 weight, eye colour, an individual's race or skin colour.
19 So, I don't know how accurate the statistics would be if
20 we're only using that box for that purpose, but we could
21 mine it, in fact, if they did use that box.

22 **MS. MICHEAL VONN:** Right. So, presumably,
23 while it wouldn't be terrifically clean for the purposes of
24 methodological rigour, it would at least provide some kind
25 of baseline for, say, discretionary conduct around things

1 like breach of the peace should they increase or decrease
2 in relation to certain racial categories based on some of
3 the baselines we might establish from that historical
4 record; do you agree?

5 **COMMISSIONER BRENDA LUCKI:** The only problem
6 with such mining of data is unless we say to employees that
7 every time you have contact, you must, to the best of your
8 knowledge, fill that box, it would be very skewed. I don't
9 know how accurate the data that we would provide would be.

10 **MS. MICHEAL VONN:** Certainly. It would have
11 much improved rigour if there was a mandate. Could there
12 be a mandate for such a field to be included?

13 **COMMISSIONER BRENDA LUCKI:** We try not to do
14 that under the bias-free policy, only when need be would
15 you identify that. And, it does talk about that specific
16 part in the policy.

17 **MS. MICHEAL VONN:** If there were found to be
18 great consensus around the need for such a thing in order
19 to appropriately evaluate, would the RCMP reconsider that
20 aspect of its policy?

21 **COMMISSIONER BRENDA LUCKI:** I think we could
22 consider it. It also would be if somebody -- if you're
23 asking the question and somebody doesn't want to identify,
24 you're going off of an observation, so how accurate that
25 is? But, it could be helpful.

1 **MS. MICHEAL VONN:** Would this be something
2 the RCMP would consider consulting with Indigenous
3 communities on, this data collection practice in relation
4 to evaluating its bias-free policing processes and policy?

5 **COMMISSIONER BRENDA LUCKI:** Yes, we should
6 definitely consult. We should also look at other ways that
7 we could actually measure that to ensure that we are bias-
8 free. Off the top of my head right now, I'm not sure what
9 that measurement would be, but we are open to suggestions.

10 **MS. MICHEAL VONN:** Terrific. Thank you. On
11 the theme of accountability, and I'm not looking for an
12 elaborate answer, because I wouldn't expect you to have it,
13 but would the RCMP be willing to have a discussion in the
14 name of working with Indigenous communities, the importance
15 of that, with Indigenous communities interested in
16 exploring the possibility of using restorative justice
17 practices and principles? For example, for resolution of
18 appropriate police complaints, an informal process, say.
19 Having an exploration of that idea?

20 **COMMISSIONER BRENDA LUCKI:** Absolutely. We
21 should explore that, and we actually have used it in --
22 most recently.

23 **MS. MICHEAL VONN:** Oh, I'm looking at my
24 time. I would care to hear a little about that if you
25 wouldn't mind.

1 **COMMISSIONER BRENDA LUCKI:** Well,
2 specifically, with the allegations of racism by the members
3 using Facebook in the Colten Boushie case, both members
4 that were identified and investigated went through -- in
5 consultation with the Indigenous community, went through a
6 restorative-type process as a result of the allegations
7 being founded.

8 **MS. MICHEAL VONN:** And, how did that come
9 about, that negotiation?

10 **COMMISSIONER BRENDA LUCKI:** Well, when it
11 came forward, there was a lot of discussion because of the
12 incident with the community. And, the Commanding Officer
13 had those discussions with the family, and there was -- I
14 don't know specifically how it rolled out, but I do know
15 that at the end it was a restorative-type process whereby
16 the member was facing the community where, in one case,
17 where the person was, and in another case in the area, more
18 specific, in Saskatchewan. And, I heard it was very
19 successful, and it was based on the wishes of the
20 community.

21 **MS. MICHEAL VONN:** Thank you very much.

22 **COMMISSIONER BRENDA LUCKI:** So, we would
23 definitely entertain having those further discussions.

24 **MS. MICHEAL VONN:** It sounds like it. You
25 spoke of various Indigenous partner groups working in an

1 advisory capacity with the RCMP, have any of them made
2 suggestions for improving the police complaints process
3 specifically for Indigenous communities?

4 **COMMISSIONER BRENDA LUCKI:** In my two
5 months, I haven't heard specifically, but I'm sure that
6 probably a lot of Indigenous people would have some great
7 suggestions on how to improve it. I guess the main goal is
8 for people to feel free without fear to come forward.

9 We, as a police organization, should not
10 fear complaints. It only makes us better. So, I welcome
11 the way that we can improve our process. Right now, we
12 have the CRC, and the process -- because of geographical
13 locations, people can do it online. I believe they can
14 make that complaint, so it's a little better than having to
15 come into the detachment. But, if we can improve on that
16 process where people feel free to make those complaints, I
17 welcome suggestions.

18 **MS. MICHEAL VONN:** Would the RCMP be
19 interested in actually proactively soliciting that
20 feedback? Particularly through a gendered lens asking not
21 only of Indigenous communities, but specifically of whether
22 Indigenous women and girls feel they have barriers to
23 making police complaints?

24 **COMMISSIONER BRENDA LUCKI:** Yes. I'm sure
25 there's a way we could do it to those -- that specific

1 group, but we should definitely look further into that.

2 **MS. MICHEAL VONN:** Thank you. Could you
3 point me in relation to any of the policies that you've
4 looked to develop in this important field to any general
5 principles where you're talking about the possibility of
6 ensuring the safety of women and girls in particular,
7 versus the investigation or enforcement of non-violent
8 crimes? When you have some kind of conflict in relation to
9 these, for example you're going to pick up hitchhikers
10 because you have, as you cited in your policy, the need to
11 ensure that people aren't putting themselves at risk, in
12 that paradigm.

13 So, you've got a policy that says you should
14 pick up hitchhikers. You're going to presumably be at some
15 risk if you were, say, a runaway or someone who had been in
16 trouble with the law and the police come to pick you up.
17 Do you have any policies or principles of the level of
18 safety versus investigation and enforcement of non-violent
19 crimes?

20 **COMMISSIONER BRENDA LUCKI:** I know that
21 recently the RCMP has worked with the National Women's
22 Association of Canada to focus on hitchhiking safety for
23 example, in a poster campaign. Interventions have involved
24 billboards, workshops aimed at educating Indigenous youth
25 on the dangers of hitchhiking. And, we've also had

1 partnered with NWAC and AFN on a series of posters
2 encouraging victims of family violence to report those
3 incidents to police. We do have provinces as well -- not
4 specific to hitchhiking obviously, but we're looking at
5 third party reporting because it's important that people
6 have a way of telling their story.

7 But, specifically with hitchhiking, yes,
8 it's kind of a difficult situation because we -- people who
9 are running from the law wouldn't necessarily want to be
10 picked up by the law voluntarily. But, again, I think if
11 we, as an organization, work towards regaining the trust of
12 the people we serve, maybe that would change. I'm
13 eternally an optimist.

14 **MS. MICHEAL VONN:** Thank you kindly.

15 **MS. CHRISTA BIG CANOE:** Next, Commission
16 Counsel would like to invite Ms. Emily Hill from Aboriginal
17 Legal Services. Ms. Hill will have nine and a half
18 minutes.

19 **--- CROSS-EXAMINATION BY MS. EMILY HILL:**

20 **MS. EMILY HILL:** I just want to begin by
21 thanking everyone for the words and prayers and drumming
22 that made everyone feel so welcome here on Treaty 4 this
23 morning, and also to express my sympathies to the families
24 and all the survivors who are here with us today. My
25 questions are for Commissioner Lucki. One of the ways to

1 achieve the important goal of bias free policing is the use
2 of Aboriginal advisory committees; is that correct?

3 **COMMISSIONER BRENDA LUCKI:** I definitely
4 think that would assist.

5 **MS. EMILY HILL:** And, that's a tool that the
6 RCMP has used for many years; right?

7 **COMMISSIONER BRENDA LUCKI:** Since at least
8 1990, yes.

9 **MS. EMILY HILL:** Okay. So, for many
10 decades, this institution has been in place?

11 **COMMISSIONER BRENDA LUCKI:** Yes.

12 **MS. EMILY HILL:** And, that's the
13 Commissioner's National Aboriginal Advisory Committee
14 that's been in place since 1990, but there are other
15 Aboriginal advisory committees; correct?

16 **COMMISSIONER BRENDA LUCKI:** Yes. Each
17 division has one -- or each province.

18 **MS. EMILY HILL:** And, these are supposed to
19 facilitate an exchange of information between
20 representatives of Indigenous communities and RCMP
21 services; correct?

22 **COMMISSIONER BRENDA LUCKI:** Yes.

23 **MS. EMILY HILL:** It's supposed to be an
24 exchange of information, not a one-way street where the
25 RCMP is simply providing information to the Indigenous

1 community or the advisors are just providing information?

2 **COMMISSIONER BRENDA LUCKI:** No, the meetings
3 that I've personally participated in in Alberta were more
4 so information flowing the other way, from Indigenous
5 people to us, bringing forth issues or suggestions or best
6 practices. So, it's been, for the most part, what I've
7 seen, a very positive exchange.

8 **MS. EMILY HILL:** Okay. So, that's exactly
9 my question, that this is a place where issues of concern,
10 longstanding concern to Indigenous community can be raised
11 through these committees; correct?

12 **COMMISSIONER BRENDA LUCKI:** Yes.

13 **MS. EMILY HILL:** And, your evidence I think
14 this morning was that such concerns could even be
15 championed up to the point where they could affect national
16 decisions; correct?

17 **COMMISSIONER BRENDA LUCKI:** Absolutely.

18 **MS. EMILY HILL:** For example, a concern
19 raised in an advisory committee could result in changes to
20 how RCMP are trained?

21 **COMMISSIONER BRENDA LUCKI:** Yes. Sometimes,
22 depending on suggestions made, we might look into it
23 further to see the extent of that issue and see how it's
24 affecting the country for example, or if it's just a local
25 issue, because often issues raised might tend to be local

1 as opposed to national.

2 **MS. EMILY HILL:** And, I understood from your
3 evidence this morning that a new missing persons
4 investigation course was just introduced in 2017; is that
5 correct?

6 **COMMISSIONER BRENDA LUCKI:** Yes.

7 **MS. EMILY HILL:** But, you're aware that
8 Indigenous women's organizations have been raising concerns
9 about how RCMP investigate reports of missing women's for
10 decades prior to 2017; right?

11 **COMMISSIONER BRENDA LUCKI:** I'm not aware of
12 it in my position -- in my previous positions, I wasn't
13 privy to that information.

14 **MS. EMILY HILL:** So, prior to being in your
15 current role, you weren't aware, for example, that
16 communities have been holding vigils for years and years
17 about missing and murdered Indigenous women and girls?

18 **COMMISSIONER BRENDA LUCKI:** I know they've
19 been holding vigils, what I didn't know is if they brought
20 those concerns forward towards the police. They haven't --
21 I haven't personally received that information is what I
22 meant to say.

23 **MS. EMILY HILL:** You would be aware in your
24 role that Indigenous women's organizations have, for years,
25 been making reports to parliamentary committees, to the

1 senate, even to the United Nations ---

2 **COMMISSIONER BRENDA LUCKI:** Yes.

3 **MS. EMILY HILL:** --- about the crisis of
4 missing and murdered Indigenous women and girls?

5 **COMMISSIONER BRENDA LUCKI:** Yes.

6 **MS. EMILY HILL:** And, that part of that, and
7 I agree that it's only part of it, has to do with how RCMP
8 and other police forces treat reports from family and
9 community members about people who have gone missing?

10 **COMMISSIONER BRENDA LUCKI:** I imagine that
11 there are some examples that are not as good as others,
12 yes.

13 **MS. EMILY HILL:** And so, when you say that
14 there are some examples that are not as good as others,
15 would you agree with me that that was part of the reason
16 why the training course was improved in 2017, and in fact a
17 specific example about an Indigenous young woman was
18 introduced into the national training?

19 **COMMISSIONER BRENDA LUCKI:** Yes, there was
20 gaps identified.

21 **MS. EMILY HILL:** Okay. And so, I'm going to
22 suggest that the fact that that didn't happen until 2017
23 demonstrates a failure of the effectiveness of the RCMP
24 advisory committees, because if the advisory committees are
25 the ear to the ground about community concerns, but the

1 change wasn't made to training till 2017, that there is a
2 problem with the efficacy of the advisory committees, would
3 you agree with that?

4 **COMMISSIONER BRENDA LUCKI:** No, not
5 necessarily, because depending on what those committees
6 brought forth -- there might be specific concerns maybe in
7 their areas that were brought forth and maybe they didn't
8 look at such areas. I can't say for sure, what I can say
9 is the committees that I participated in, some of those
10 issues never came up. They were more local in nature,
11 maybe not as global.

12 **MS. EMILY HILL:** So, I appreciate that you
13 and I don't know what issues were brought forward in the
14 course of the many advisory committees that were held since
15 1990, and we don't know whether the concern is that
16 Indigenous representatives at those committees didn't raise
17 a concern about missing and murdered Indigenous women and
18 the investigation reports of missing people, or whether
19 that committee wasn't receptive or wasn't listening to
20 those concerns, or heard them and ignored them, we don't
21 know that, you and I.

22 **COMMISSIONER BRENDA LUCKI:** Yes, I just
23 didn't want to put everything on the committee, but we
24 definitely need to listen.

25 **MS. EMILY HILL:** And, you could agree with

1 me that it might not be just that community members who
2 were rallying in the streets, approaching parliament, going
3 to the United Nations, it might be that they raised those
4 concerns in the advisory committees and that they weren't
5 taken up, that's a possibility?

6 **COMMISSIONER BRENDA LUCKI:** That is a
7 possibility.

8 **MS. EMILY HILL:** Okay. So, would you agree
9 with the recommendation for the National Inquiry to make
10 improvements and examine the efficacies of advisory
11 committees, to ensure that they actually are an effective
12 process for the RCMP to hear and respond directly to the
13 community that they're policing?

14 **COMMISSIONER BRENDA LUCKI:** I think any
15 improvements to bring issues forward -- and that was one of
16 the reasons the Circle of Change came forward, and that was
17 specific to the missing and murdered Indigenous women. So,
18 maybe in fact what you say is true, maybe the committees
19 that we had weren't -- we weren't dealing with those issues
20 specifically, thus we created the Circle of Change.

21 **MS. EMILY HILL:** Because it sounds like
22 there's not a formal process to evaluate how effective
23 these advisory committees are being or there's not a way to
24 make sure that they are operating as that effective
25 communication tool that they're designed to be.

1 **COMMISSIONER BRENDA LUCKI:** What I do think
2 is that if the -- in the committees that I have been
3 participating in, if in fact the committee wasn't
4 effective, we would be hearing by the participants of the
5 committee how ineffective it is. But, we do ask them at
6 the end of every meeting how effective -- if this type of
7 forum is meeting their needs, and I've seen that
8 specifically occur. And, in all cases, it's been positive
9 comments back. So, maybe we need to set more stringent, or
10 more protocol or a mandate more specific, and I think
11 that's what the Circle of Change was intended to do.

12 **MS. EMILY HILL:** Okay. So it sounds like
13 you may have already got -- already have in place
14 recommendations to do that. But I think it sounds like
15 you're open to the suggestion that a more comprehensive
16 evaluation and check in with the communities about how
17 they're working could be important. Because it may be that
18 the committees that you're sitting on are working
19 effectively. There may be others that aren't working as
20 effectively.

21 **COMMISSIONER BRENDA LUCKI:** That could be,
22 yes.

23 **MS. EMILY HILL:** Or that those who are on
24 the committee don't feel that they can really speak up and
25 be heard. If it's not working well for them to voice their

1 concerns, they may not think that that's the right forum
2 for them to express their concern about the process itself.

3 **COMMISSIONER BRENDA LUCKI:** That could be a
4 possibility.

5 **MS. EMILY HILL:** Okay. And I think you'd
6 probably agree with me that in order for these Aboriginal
7 advisory committees to operate effectively the process must
8 ensure that the Indigenous partners have access to
9 resources to meaningfully participate.

10 **COMMISSIONER BRENDA LUCKI:** The more access
11 people have to the RCMP, the better we will be.

12 **MS. EMILY HILL:** Sorry, maybe my question
13 wasn't clear. I guess I mean that we often turn to
14 Indigenous organizations and ask them to sit at tables with
15 large national organizations like the RMCP. And they may
16 not have the time, or the money, or the staff, or the
17 travel budget to meaningfully participate. And so, my
18 suggestion to you, that I hope you'll agree with, is that
19 if the RCMP is looking to community partners to help them
20 do their work well, that you would support the funding of
21 those partners to participate fully.

22 **COMMISSIONER BRENDA LUCKI:** That's exactly
23 what we do with the Aboriginal advisory committees.

24 **MS. EMILY HILL:** Thank you.

25 **COMMISSIONER BRENDA LUCKI:** Thank you.

1 **MS. CHRISTA BIG CANOE:** Thank you, Ms. Hill.
2 At this point I would like to check in with Commissioners
3 in terms of instruction. Our next -- sorry, I'm just
4 noting that the time is after 5:00 p.m. and so I would like
5 to take your direction on whether I should call more
6 parties. The next party would have nine and a half
7 minutes, so I would suggest that we could probably call at
8 least one more party before we -- before we close for the
9 day. Before we adjourn for the day.

10 **CHIEF COMMISSIONER MARION BULLER:** We'll go
11 to number nine, Ontario Native Women's Association. So two
12 more, please. That's assuming the witnesses are available
13 to stay to 5:30?

14 **MS. CHRISTA BIG CANOE:** Yes, sorry. I just
15 took a moment to canvass the witness as well. On that
16 basis I would invite Carly Teillet from Vancouver Sex
17 Workers' Rights Collective. Ms. Teillet will have nine and
18 a half minutes.

19 **--- CROSS-EXAMINATION BY MS. CARLY TEILLET:**

20 **MS. CARLY TEILLET:** Tansi, Bonjour, and
21 hello. So I'm going to be directing my questions this
22 afternoon to Commissioner Lucki. My clients are a
23 collection of Indigenous women, trans, and two-spirited
24 women who engage in sex work and trade. And they inform me
25 that with increased frequency when police are called to

1 respond to conflict they are the individuals that are being
2 arrested. And that they themselves rarely feel safe in
3 reporting violence that they experience.

4 And so, my questions today relate to that
5 and then also some of the training that you were talking --
6 and initiatives you were talking about this morning when
7 you gave testimony. Are you aware that Indigenous women
8 who engage in sex worker trade experience a
9 disproportionate amount of violence?

10 **COMMISSIONER BRENDA LUCKI:** I don't know the
11 specific statistics, but I would imagine that would occur.

12 **MS. CARLY TEILLET:** Okay. Thank you. And I
13 put it to you that as a group they face multiple barriers
14 and they are some of the most marginalized and vulnerable
15 people in Canada. And would you agree?

16 **COMMISSIONER BRENDA LUCKI:** Yes.

17 **MS. CARLY TEILLET:** And you would agree that
18 Indigenous women are also over represented in our jails?

19 **COMMISSIONER BRENDA LUCKI:** I believe the
20 statistics support that.

21 **MS. CARLY TEILLET:** I'm actually just too
22 short, that's why I keep adjusting. Okay. So do you agree
23 with me that de-escalation is a legitimate policing tool
24 when responding to a conflict?

25 **COMMISSIONER BRENDA LUCKI:** Yes. We teach

1 that.

2 **MS. CARLY TEILLET:** Okay. And when people
3 who are involved in an incident can be calmed down and the
4 situation is de-escalated, that actually results in better
5 investigations; is that correct?

6 **COMMISSIONER BRENDA LUCKI:** Yes, if the
7 parties respond well to de-escalation.

8 **MS. CARLY TEILLET:** Okay. And would you
9 agree that quickly arresting an Indigenous woman who is
10 distressed and upset will likely not lead to the best
11 evidence, police statements gathered at that time, or the
12 clearest picture of what happened in that moment?

13 **COMMISSIONER BRENDA LUCKI:** I would imagine.
14 It depends on the circumstances of the incident. If in
15 fact -- why they were arrested, what kind of evidence we're
16 trying to gather. But I think arresting anybody quickly
17 probably leads to them being a little bit less open for at
18 least the initial -- at the initial time of the arrest.

19 **MS. CARLY TEILLET:** Okay. Thank you. And
20 would you agree that de-escalating a situation likely takes
21 more time and resources on behalf of the police force?

22 **COMMISSIONER BRENDA LUCKI:** Yes. It is a
23 skill set in fact, so yeah, it takes much more time than
24 going straight to an arrest, yes.

25 **MS. CARLY TEILLET:** Okay. And we heard this

1 morning from some of your police colleagues who talked a
2 little bit about under-resourcing and so, would you agree
3 that police departments can be under-resourced given the
4 scope of what they are responding to?

5 **COMMISSIONER BRENDA LUCKI:** We definitely
6 have a lot on our plate. We definitely get asked to be a
7 lot of things to a lot of people. I think it's important
8 one of the things that I intend to do is ensure first and
9 foremost that the resources we have are following their
10 mandate, and are doing it in the proper areas where crimes
11 are occurring, and making sure we're more strategic with
12 our resources.

13 And if after that we decide -- and of course
14 there are some difficulties with our business intelligence
15 to define it as well as we would like, but once we get to
16 that point then of course, if we decide we need resources,
17 it would either be through re-deployment and in fact, if we
18 needed additional resources, we've done this in the past,
19 we make proposals to government.

20 **MS. CARLY TEILLET:** Okay. Do you agree that
21 the trust that Indigenous sex workers or those that engage
22 in sex for trade would be increased if the women felt like
23 they were being heard and respected?

24 **COMMISSIONER BRENDA LUCKI:** Absolutely.

25 **MS. CARLY TEILLET:** And that treating

1 Indigenous women who engage in sex work and trade with
2 respect and dignity would help with that trust?

3 **COMMISSIONER BRENDA LUCKI:** Yes, it would.
4 I think treating anybody with respect and dignity would
5 help increase the trust.

6 **MS. CARLY TEILLET:** Would you agree that an
7 arrest, even if charges aren't approved can have a huge
8 impact on an Indigenous woman's life due to the removal of
9 her children, loss of housing, loss of jobs, being taken as
10 seen talking to the cops within her community, and that
11 could potentially lead to further violence? So that I --
12 sorry. My question is do you agree that the arrest can
13 have a huge impact on an Indigenous woman's life, even if
14 it doesn't lead to charges?

15 **COMMISSIONER BRENDA LUCKI:** Arrest on
16 anybody has huge impacts, so I would imagine if that's a
17 population that's more marginalized, then yes.

18 **MS. CARYL TEILLET:** And would you agree with
19 me that police departments can partially address the
20 overincarceration of Indigenous women by using better
21 policing practices, including taking the time and care to
22 listen to the women who report the violence?

23 **COMMISSIONER BRENDA LUCKI:** Yes. I think if
24 we were to be better listeners, that would -- might assist.
25 There's a lot of other things that may assist as well, I

1 would imagine.

2 **MS. CARLY TEILLET:** And you'd agree that
3 there's discretion, police officer have discretion when
4 deciding whether or not to make an arrest when they arrive
5 at a scene?

6 **COMMISSIONER BRENDA LUCKI:** Yes. Police
7 officers are afforded discretion.

8 **MS. CARLY TEILLET:** What steps do you think
9 the RCMP can take to address the normalization of violence
10 in the lives of Indigenous women?

11 **COMMISSIONER BRENDA LUCKI:** First of all, I
12 would never want to normalize violence. I think violence
13 is a -- I wouldn't even put that word with together. If we
14 could eliminate, oh, my goodness, we would -- it's not
15 going to happen, but again, the eternal optimist in me.

16 I think we have to provide that platform for
17 people who are victimized to be able to come forward and to
18 be able to report those crimes and feel safe doing it. And
19 so any steps that we can do in that regard -- and treating
20 all people with dignity and respect regardless.

21 Even if they're not -- I always say to the
22 cadets when I was a commanding officer, treat every person
23 as if they were your mother, your brother, your sister or
24 your father, because one day that may happen to one of your
25 family members, and if you were treated poorly -- if your

1 family member was treated poorly, how would you feel. So
2 that whole empathy and compassion definitely it does not
3 hurt having that tool on your belt as a police officer.

4 **MS. CARLY TEILLET:** So you would agree with
5 our recommendation that the police should focus and
6 consider deploying alternative strategies to arresting
7 Indigenous women and that they should be provided with the
8 training and tools to do so?

9 **COMMISSIONER BRENDA LUCKI:** When
10 appropriate, yes, absolutely. There might be some
11 situations where arrest might be the option, depending on
12 the circumstances. But the training would be definite to
13 have -- a definite asset for all of our police officers.

14 And we do focus on de-escalation, and as a
15 matter of fact, all frontline police officers do need to
16 take -- we do have an online de-escalation training, I've
17 taken it myself. And it's a scenario-based training with
18 videos and options for responses and teaching that skill.
19 And then it's -- when we do our annual qualifications, we
20 have scenario training that sort of marries up with that.

21 **MS. CARLY TEILLET:** Okay. Thank you very
22 much. Those are my questions.

23 **COMMISSIONER BRENDA LUCKI:** Thank you.

24 **MS. CHRISTA BIG CANOE:** Thank you very much,
25 Ms. Teillet.

1 Next, we would like to invite up the Ontario
2 Native Women's Association, ONWA. Mr. Robert Edwards will
3 have seventeen-and-a-half minutes, please.

4 **--- CROSS-EXAMINATION BY MR. ROBERT EDWARDS:**

5 **MR. ROBERT EDWARDS:** Madam Commissioner,
6 members of the Panel, I'd like to echo the words of the
7 other colleagues and friends and lawyers and all who spoke
8 today about acknowledging the traditional lands that -- of
9 Treaty 4 that we find ourselves on, the elders, the drum
10 and the sacred items, and of course, most of all, the
11 families.

12 I have some questions for Mr. Bellegarde.
13 And sir, in the course of my questioning for you, I will be
14 referring to some materials.

15 I have bound in the old fashion your
16 materials that you distributed. I'm looking at Tabs B and
17 H, and I'm also referring to a two-page document that was
18 notable for its brevity that was submitted to the Inquiry
19 Panel members. A copy has been provided to you, and my
20 colleague, Ms. Comacchio, was just providing it to others
21 in the room if they don't have it, but it deals with some
22 text of agreements and one statutory matter.

23 So if you have those available to you, sir,
24 it would probably mean we don't need 17 minutes to have
25 this discussion. So if you would look for those, I would

1 appreciate it.

2 Sir, in the materials that have been filed
3 by you and actually made an exhibit.

4 **MR. DANIEL BELLEGARDE:** Yes.

5 **MR. ROBERT EDWARDS:** Yes. Thank you.

6 Madam Chair, it's the Ontario First Nations
7 Policing Agreement is the two -- the first document there,
8 the first item on that two-page document.

9 Sir, in the materials that have been filed
10 by you and entered as an exhibit, on several occasions a
11 comment has been passed on the adequacy of policing and
12 police resources for First Nations, particularly those
13 acting on reserve. If you could turn to Tab B, page 3 of
14 your materials. That's the Canadian Association of Police
15 Governance presentation, just dated June 4th, 2018. Do you
16 have page 3, sir?

17 **MR. DANIEL BELLEGARDE:** Yes, I do.

18 **MS. CHRISTA BIG CANOE:** It's Exhibit 15 for
19 the record.

20 **MR. ROBERT EDWARDS:** Yes, thank you. The
21 other one is Exhibit 21.

22 The bullet items, it just looks at sort of
23 recommendations of things that First Nations policing needs
24 to do, and the last one is at -- the last bullet item, is
25 of course, the reference to the adequacy:

1 "Adopt as outlined below, a wholistic
2 community safety model with both
3 adequate capacity in terms of skills,
4 depth and funding." (As read)

5 Then I'm going to turn your attention to
6 Tab H, page 3. That's the one with the photo of the
7 auditor general on it. Do you have the third page there,
8 sir?

9 **MR. DANIEL BELLEGARDE:** Yes, I do.

10 **MR. ROBERT EDWARDS:** And that deals with the
11 goals. Pardon me, the -- it deals with the auditor
12 general's comments. I'm drawing your attention to the
13 bottom of that page where the Auditor General Michael
14 Ferguson found that Public Safety Canada, the department
15 responsible for the First Nations Policing Program lacks
16 reasonable assurance that facilities in First Nations
17 communities are adequate:

18 "Public Safety Canada, the department
19 responsible for the program, lacks
20 reasonable assurance that policing
21 facilities and First Nations are
22 adequate, the report says." (As read)

23 So again, there's a comment about adequacy
24 and the importance of adequacy as a standard. And if you
25 could turn, please, back to page -- Tab B, page 10. If you

1 go back to Tab B of your materials. Do you have that?

2 **MR. DANIEL BELLEGARDE:** Yes, sir.

3 **MR. ROBERT EDWARDS:** Page 10, the quotation
4 in bold at the end of the first paragraph:

5 "The inevitable conclusion of the
6 auditor general's report is that First
7 Nations communities in Ontario do not
8 receive the same level of policing that
9 the rest of the province does. This
10 report shows that First Nations have
11 been set up for failure and that the
12 federal approach to fully First Nations
13 policing is seriously flawed." (As
14 read)

15 Again, that's dealing with, I guess,
16 sufficient resources.

17 And sir, I'm going to ask you, I assume that
18 you are generally familiar with the Ontario Regulation 3 of
19 99 that provides mandatory adequacy and effectiveness
20 standards for police services in Ontario

21 **MR. DANIEL BELLEGARDE:** Yes, I am.

22 **MR. ROBERT EDWARDS:** As an expert in police
23 governance, you've come across those in the course of your
24 work?

25 **MR. DANIEL BELLEGARDE:** Certainly have.

1 **MR. ROBERT EDWARDS:** Those documents,
2 Madam Chair, are actually included in the productions, have
3 been served on all the parties. I didn't presume to file
4 them yet again, or in advance. They're attached to
5 Schedule O to the anticipated evidence of OPP Chief
6 Superintendent Mark Pritchard.

7 In any event, sir, just by way of example
8 only, in the pages of adequacy standards set in
9 Regulation 3 of 99 in mandatory language it says:

10 "Police forces or police services
11 boards, and sometimes police chiefs,
12 shall..." (As read)

13 The word always used is "shall":

14 "...implement policies, conduct
15 investigations in a particular way,
16 they shall have members of the police
17 service available 24 hours a day, they
18 shall establish procedures on physical
19 and sexual abuse of children. This is
20 procedures and processes for
21 undertaking child pornography, criminal
22 harassment, domestic occurrences." (As
23 read)

24 You'll agree with me, sir, that that list is
25 a long list of mandatory standards ---

1 **MR. DANIEL BELLEGARDE:** Absolutely.

2 **MR. ROBERT EDWARDS:** --- that police
3 services must do to be held to be adequate and effective?

4 That adequacy and effective standard came
5 into effect, although it's 3 of 99, actually came into
6 effect on January 1st of 2001, and if a municipal service or
7 a board failed to achieve the mandatory minimum due to lack
8 of financial resources, there is actually a section in the
9 current *Police Services Act of Ontario* to provide a
10 referral to a hearing in front of a civilian commission.

11 But, sir, what I'm going to suggest to you,
12 and I'm going to be referring to this two-page document,
13 which I will ask be entered as an exhibit, that the
14 adequacy and effective standards cover the entire Province
15 of Ontario with a glaring exception. And I will suggest to
16 you and ask if you agree with that it appears that every
17 person in Ontario was entitled under the mandatory language
18 of adequacy and effective standards to "adequate and
19 effective policing services except for Indigenous persons
20 living on reserve." Those persons also do not have a
21 binding dispute resolution mechanism, so when they receive
22 their First Nations Policing Program or their Ontario First
23 Nations Policing Agreement dollars, it comes in a fashion
24 unlike the services are delivered elsewhere in Ontario.

25 I'm just going to ask you, sir, to take a

1 look at the OFNPA Agreement which is on this 2-page
2 document. Madam Chair, could I ask could it be entered as
3 an exhibit?

4 **CHIEF COMMISSIONER MARION BULLER:** 41,
5 please.

6 --- **EXHIBIT 41:**

7 "Ontario First Nations Policing
8 Agreement Agreement 1991-1996" (two
9 pages)
10 Witness: Daniel Bellegarde, Director,
11 Canadian Association of Police
12 Governance
13 Submitted by Robert Edwards, Counsel
14 for Ontario Native Women's Association
15 (ONWA)

16 **MR. ROBERT EDWARDS:** Thank you. So, sir, do
17 you have that in front of you?

18 **MR. DANIEL BELLEGARDE:** Sure do, sir.

19 **MR. ROBERT EDWARDS:** Thank you.

20 "The primary goal of First Nations Policing
21 arrangements in Ontario is for the First
22 Nations with the financial support of Canada
23 and Ontario to provide an effective and
24 efficient policing service which is
25 culturally sensitive and appropriate."

1 (As read)

2 I will be -- I would argue, if I had to,
3 that "adequate" is an important word and it's glaringly
4 missing in that. But, it goes on to state the objectives
5 in the OFNPA:

6 "The primary objective of First Nations
7 Policing arrangements in Ontario is to
8 provide a level and standard of police
9 service at least equivalent to that provided
10 in original Aboriginal communities."

11 (As read)

12 So, again, we have -- it's an aspirational
13 goal. The primary objective is to provide a level equal to
14 other standards. If one goes to the self-administered
15 agreements, I've got an example here, that's the second
16 item, deals with the area of police by the Nishnawbe-Aski
17 Police Service:

18 "The purpose of this agreement is to provide
19 for the continuation of effective policing in
20 Nishwabe-Aski area via NAPS. It is intended
21 that the police service in the Nishnawbe-Aski
22 area will be appropriate to the culture and
23 traditions of the people of the area
24 responsive to the policing needs and at least
25 equivalent in level of standard." (As read)

1 Now, again, sir, would you agree with me,
2 that's not mandatory language, that's aspirational
3 language, it's the intention to try to achieve it, but it
4 does not require it; does it?

5 **MR. DANIEL BELLEGARDE:** Okay. No, it
6 doesn't.

7 **MR. ROBERT EDWARDS:** Thank you. And, sir,
8 just by way of example of something that may be an
9 improvement that one might commend nationally, but
10 certainly commend the implementation of it in Ontario
11 because it hasn't yet been -- it's been passed, given Royal
12 assent, but it's not been implemented, sir, I'm going to
13 draw your attention to Section 51 of the new *Police*
14 *Services Act*, 2018, and particular Sections 1, 2 and 7.

15 Would you agree with me, sir, that Section 1
16 appears to provide -- using the magic words "adequate" and
17 "effective", that if a First Nation Police Services Board
18 believes that the funding it receives from the Minister and
19 from other sources is not sufficient to provide adequate
20 and effective policing in the area, for which it has
21 policing responsibility, et cetera, et cetera, action can
22 be taken under subsection 2, if a First Nation Board is not
23 satisfied that funding is sufficient for the purposes
24 described in Section 1, it may give the Minister a written
25 notice referring the matter to arbitration. And,

1 magically, Section 7 gives the arbitrator, who is -- may
2 decide that power to direct the Minister to provide
3 additional funding.

4 So, there is -- it would appear in this
5 statute a significant difference from the FN -- First
6 Nations Policing Program and the OFNPA documents that you
7 were previously looking at; would you agree with that, sir?

8 **MR. DANIEL BELLEGARDE:** The legislation is
9 clear to me, yes.

10 **MR. ROBERT EDWARDS:** Yes. And, as an expert
11 qualified in police governance, would it be your
12 recommendation to government to ---

13 **MS. CHRISTA BIG CANOE:** Sorry, can if we can
14 just stop for a minute? Can we stop time? Just so it's
15 clear for the record, Mr. Roberts (sic), the witness was
16 not qualified as an expert in this area, so maybe if you
17 could just rephrase that question, please?

18 **MR. ROBERT EDWARDS:** I will do so.

19 **MS. CHRISTA BIG CANOE:** Thank you.

20 **MR. ROBERT EDWARDS:** As a person well-
21 experienced in the area of police governance, would you
22 agree -- or would you recommend to government that this
23 type of independent arbitral process be established as a
24 standard?

25 **MR. DANIEL BELLEGARDE:** Yes. Let me put

1 that into context. The constitutional -- the original
2 powers, of course, has grant the provinces each
3 jurisdiction over administrative justice within their
4 borders. I cannot speak and cannot speak for any of the
5 First Nations self-administered programs within the
6 Province of Ontario. That is within their authority and
7 their jurisdiction.

8 However, we were, from across the country,
9 following the developments in Ontario, and had a close
10 communication with Fabian Bastite and others from the
11 Nishnawbe-Aski Police Services Board, as well as some of
12 their officers, some of the First Nations Chiefs of Police
13 Association. So, we were quite familiar and watching with
14 a great deal of interest. There are two things that are
15 very important to us long-term.

16 Number one is legislative certainty of
17 policing services for First Nations. That means
18 legislative certainty on the part of Canada so that the
19 First Nations Policing Program does not continue as a
20 program, but has legislative certainty so that it's long-
21 term, it's robust and it has guaranteed funding over a
22 longer period of time.

23 The same thing should happen to each of the
24 provinces. It's happening only, right now, in Ontario. It
25 is our hope that this kind of legislation, which is

1 supported by the majority of self-administered policing
2 services out there, not all of them, because it is
3 legislation that has an opt-in clause. So, they can opt-in
4 or they don't have to if they don't wish to. But, those
5 that do will be bound with that legislation, which does
6 include mandatory requirements, for instance, for board
7 training, mandatory requirements for equity, mandatory
8 requirements for equal compensation, mandatory requirements
9 for sufficient manpower to provide the sense of safety and
10 security to officers in the field. It's all part of being
11 part of a legislative framework that guarantees that kind
12 of certainty and support for NAPS in the north, which is a
13 very unique set of circumstances, because of the geography
14 they cover and because of the kind of responsibilities they
15 have for fly-in communities and others. So, that's there.

16 In Saskatchewan, we're still -- the File
17 Hills First Nations Police Service is competent, is
18 confident as well that we do have the resources necessary
19 to do our work. Our 10 officers, our five special
20 constables, our civilian staff, (indiscernible) we do have
21 etiquette police material and supplies. What we don't have
22 is the second thing for us, and that's the appropriate
23 infrastructure to provide adequate services to our
24 communities.

25 We're operating out of a renovated Indian

1 Child and Family Services Office, which is totally
2 unacceptable. No RCMP detachment in the country would
3 stand for that. No municipal police service would stand
4 for that kind of treatment. So, there is inequity and it
5 has to be dealt with in certain parts of the country.

6 We know that NAPS is going to have two new
7 detachments and the most requirements in certain areas, and
8 so there will be that. There is funding coming out of the
9 federal government this year for \$291 million over five
10 years, and that was -- they were advocated not only by our
11 policing services, our governance institutions, but also
12 the AFN as part of their NWAU (phonetic) with Canada,
13 public safety was the number one priority, and they have
14 been discussing this with Minister Goodale and the others
15 in that particular cabinet -- group.

16 As well, there's 110 new officers coming on
17 stream at the beginning of 2019. And, hopefully by 2021,
18 they will be fully brought into play.

19 **MR. ROBERT EDWARDS:** Sir, as you know, my
20 client's focus is on Ontario, but they have watched with
21 interest. I can advise you that they have also watched
22 with interest the developments in this legislation.

23 **MR. DANIEL BELLEGARDE:** Okay. Just let me
24 finish then, sir, if you don't mind?

25 **MR. ROBERT EDWARDS:** I don't mind, sir. I'm

1 keeping my eye on the clock, however.

2 **MR. DANIEL BELLEGARDE:** I'll let you know
3 when I'm finished. So, that's where we're at. We're
4 advocating for that and then we're doing that. You are
5 going to ask the same kind of questions to representatives
6 from the Government of Ontario, I believe, or someone who
7 can appropriately answer that. As I said, I'm from
8 Saskatchewan with the Division of Powers. I can do the
9 best I can. I'm just saying we're following it.

10 **MR. ROBERT EDWARDS:** Well, I appreciate your
11 wisdom on that, sir. Unlike the heroic efforts of Dr.
12 Blackstock to find the underfunding and the lack of
13 equitable treatment in the area of child services, I would
14 -- would you agree with me, sir, that on the paper we've
15 just reviewed that appears clear that there was a systemic
16 distinction between persons on reserve and persons not on
17 reserve under the previous regime in Ontario.

18 **MR. DANIEL BELLEGARDE:** I would suggest
19 there was just based on observation and based on reports
20 from the various (indiscernible) in Ontario, and based on
21 what they've done in terms of negotiating a much better
22 approach.

23 **MR. ROBERT EDWARDS:** I think all agree that
24 that has been done. Thank you very much, sir, those are my
25 questions of you. Madam Chair, those are my questions for

1 this panel.

2 **MS. CHRISTA BIG CANOE:** Chief Commissioner,
3 Commissioners, thank you, I would request that we have the
4 adjournment for the day. I would request that we start at
5 8:30 in the morning, which means opening comments would
6 start at 8:00 a.m.

7 I do, if I may, want to remind all parties
8 with standing and any of the counsel with -- by just
9 purpose of the record, I'm reminding people I will be
10 reading indirectly Rule 48.

11 Rule 48 -- and I'm sorry, but this is I
12 think important for everyone to remember. Except with the
13 permission of Commissioners and is hereafter specifically
14 provided, no counsel other than Commission Counsel may
15 speak to a witness about the evidence that he or she has
16 given until the evidence of such witness is complete. That
17 part is now complete.

18 The second part of this rule that's now in
19 application is, in the event the witness has personal
20 counsel or counsel may speak to her or his client about
21 areas of anticipated testimony -- sorry, personal counsel,
22 that counsel may speak to his or her client about areas of
23 anticipated testimony or information that have not yet been
24 the subject of examination. Commission Counsel, or in this
25 case counsel case leading evidence, may not speak to any

1 witness about her or his evidence while the witness is
2 being examined by other counsel. And, that's just a
3 reminder that that rule is in place.

4 And, on that, I would suggest that -- first
5 of all, thanks to all of the witnesses for sitting today
6 and they will be coming back tomorrow for a number of hours
7 of more cross-examination. And, as usual, I have forgotten
8 to thank the second chair counsel that assisted and made
9 all of this material possible, Ms. Shelby Thomas, and I
10 just want to thank the opportunity to thank her as well
11 before we adjourn for the day and reconvene at 8:30
12 tomorrow.

13 **CHIEF COMMISSIONER MARION BULLER:** We'll
14 close for the day. Thank you.

15 **MS. CHRISTA BIG CANOE:** And, just so it's
16 clear, we're closing the hearing, but is there any closing
17 prayer or anything planned for today?

18 **MR. VERN BELLEGARDE:** Thank you very much,
19 Christa. And, thanks to the Commissioners and the
20 witnesses and Mrs. Robinson.

21 **UNIDENTIFIED SPEAKER:** Only her?

22 **MR. VERN BELLEGARDE:** We're going to have a
23 closing prayer. I'd also like Louise -- Louise Holly will
24 do the extinguishing of the qulliq. But, I'd also like
25 call up Haas (phonetic), Bernard Haas Jack and Joanne to

1 say our closing prayer.

2 Just a reminder, there's a pipe ceremony in
3 the morning, again in the Wascana (phonetic) room at 7:00.
4 So, we'd ask that you be there early, early Cheryl Little-
5 tent and elder Larry Oaks will be conducting the pipe
6 ceremonies. And, here's Bernard.

7 **MR. BERNARD HAAS JACK:** Thank you, Vern.
8 Can I just get you to rise today in closing. Today has
9 been a long day for members of communities and also the
10 people that have lost their loved ones. And, today, I want
11 to thank our Creator for assembling us here today. It's a
12 precious and a very sacred time. Today, we welcome the
13 people to our territory of Treaty 4, will we bow our heads
14 today.

15 Our mighty God in heaven, Creator of all
16 creation, we thank you today that we take the time to
17 gather, for time is the currency of life. We thank you
18 that thanksgiving to you opens the opportunity for
19 miraculous things. We thank you that prayer is the licence
20 from heaven to earth. And, today, we make prayers to you
21 today on behalf of the missing and murdered women across
22 Canada. We pray right now for a complete justice
23 restoration, a revival of truth to come into our lands. We
24 pray today, Father God in heaven, you'll comfort every
25 family and the peoples.

1 God, we thank you for the levels of
2 positions of governments that are here. We thank you for
3 families, for friends, our elders. We thank you for
4 witnesses, the Commissioners. We thank you for every
5 person that is here. Father, this will be quoted down in
6 the heavens of life.

7 Today, I ask you to bless and keep ups.
8 Father, we just ask you that truth will cause our heart to
9 be sacred onto you, Father, as we speak. Bless this week,
10 thank you for this day. And, we pray, our Father which art
11 in heaven, hallowed be thy name. Thy kingdom come. Thy
12 will be done on as earth as it is in heaven. Give us this
13 day our daily bread and forgive us of our trespasses, as we
14 forgive those who trespass against us, and lead us not into
15 temptation, but deliver us from evil. For thine is the
16 kingdom, the power and the glory forever and ever. Amen.
17 God bless you.

18 **MR. VERN BELLEGARDE:** Thank you very much,
19 Haas. Louise will put down her qulliq.

20 **MS. LOUISE HOLLY:** (Speaking in Indigenous
21 language). Thank you. I'm just going to turn off my
22 qulliq. Enjoy your evening. Thank you.

23 **MR. VERN BELLEGARDE:** Thanks very much,
24 Louise. And, we'll see some people at the pipe ceremony at
25 7:00 in the morning. But, here in this room, they'll be

1 gathering at 8:00 was it? 8:00? Okay. At 8:00, and
2 they'll be calling the witnesses at 8:30. Thank you very
3 much. Have a great evening.

4 --- Upon adjourning at 5:41 p.m.

5

LEGAL DICTA-TYPIST'S CERTIFICATE

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.



Félix Larose-Chevalier

June 25, 2018