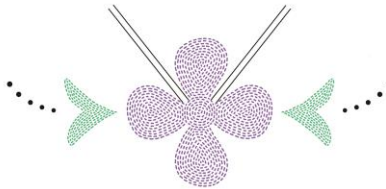


National Inquiry into
Missing and Murdered
Indigenous Women and Girls



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 and Practices”
Saskatchewan Hotel
Regina, Saskatchewan**



PUBLIC

**Part 2 Volume 8
Wednesday June 27, 2018
Panel 2: “Developing and Fostering Relationships with
Indigenous Communities, Families & Survivors of Violence”**

**Yvonne Niego, Deputy Minister,
Department of Family Services, Government of Nunavut;**

**Retired Chief Clive Weighill, Past President,
Canadian Association of Chiefs of Police;**

Jean Vicaire, Director of Police, Lac Simon First Nation;

**Alana Morrison, Detective Constable,
Nishnawbe Aski Police Service;**

**Sergeant Dee Stewart, Officer in Charge for Indigenous
Policing, RCMP Division “E”**

INTERNATIONAL REPORTING INC.

II

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Aboriginal Women's Action Network	Fay Blaney (Representative), MiKenze Jordan (Representative)
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Second chair: Thomas Barnett (Commission Counsel)

Witness: Yvonne Niego, Deputy Minister with the Department of Family Services, Government of Nunavut

Counsel: Violet Ford (Commission Counsel)

Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police;

Counsel: Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)

Witness: Jean Vicaire, Director of Police, Lac Simon First Nation

Counsel: Bernard Jacob (Commission Counsel)

Witness: Alana Morrison, Detective Constable of Nishnawbe Aski Police Service

Counsel: Krystyn Ordyniec (Counsel for Treaty Alliance Northern Ontario - Nishnawbe Aski Nation/Grand Council Treaty 3)

Witness: Sergeant Dee Stewart, Officer in Charge for Indigenous Policing, RCMP Division "E"

Counsel: Anne Turley (Counsel for Government of Canada)

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

Grandmothers, Elders, Knowledge-keepers & National Family Advisory Circle (NFAC) members: Vern Bellegarde, Bernard Jack, Joanne Jack, Reta Blind, Terrance Bob, Barbara Dumont-Hill (Government of Canada), Pamela Fillier, Fred Fillier, Louise Haulli, Norma Jacobs (Knowledge-keeper / NFAC), Myrna Laplante (NFAC), Cheryl Littlelent, Kathy Louis, Larry Oakes, Kimberly Okeewehow, Darlene Osborne (NFAC), John Osborne, Doug PeeAce, Gladys Radek (NFAC), Leslie Spillett, Audrey Siegl, Laureen "Blu" Waters, Bernie Poitras Williams, Charlotte Wolfrey (NFAC), Cynthia Cardinal, Bonnie Fowler

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Registrar: Bryan Zandberg

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50	Inuit Health Survey 2007-2008: Nunavut Community and Personal Wellness, June 2012 (44 pages) Witness: Yvonne Niego, Deputy Minister with the Department of Family Services, Government of Nunavut Submitted by Violet Ford (Commission Counsel)	9
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65	Regina Police Service Report to the Board of Police Commissioners re: "2016 Police and Crisis Team (PACT) - A partnership between the Regina Police Service and the Regina Qu'Appelle Health Region's Mental Health Service" dated June 28, 2017; Regina Police Service PACT website printout; Saskatoon Police Service PACT website printout (seven pages combined) Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police Submitted by Ashley Smith (Counsel for the Canadian Association of Chiefs of Police)	71
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75	Saskatoon Police Service report to the Board of Police Commissioners "Representative Workforce at the Saskatoon Police Service" dated March 5, 2018; Saskatoon <i>StarPhoenix</i> article "Saskatoon police making progress on recruitment efforts: Tribal Council", dated March 14, 2018 and Regina Police Service Report to the Board of Police Commissioners "Employment Equity Plan 2016 - Annual Report", dated June 28, 2017 (44 pages combined) Witness: Retired Chief Clive Weighill, Past President, Canadian Association of Chiefs of Police Submitted by Ashley Smith, Counsel for CACP	77

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79	Collective agreement « Convention collective entre le Conseil de la nation Anishnabe de Lac Simon et le Syndicat de la fonction publique section locale 5153, » April 1 2015 - December 31, 2016 (55 pages) Witness: Jean Vicaire, Director of Police, Lac Simon First Nation Submitted by Bernard Jacob (Commission Counsel)	184
80	Services Policiers de Lac-Simon, Plan d'organisation policière 2018-2023, Anishnabe Takonewini Police, Lac Simon, January 2018 (35 pages) Witness: Jean Vicaire, Lac Simon First Nation Submitted by Bernard Jacob (Commission Counsel)	185

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83	« Budget prévisionnel du corps de police de Lac-Simon » (two pages) Witness: Jean Vicaire, Director of Police, Lac Simon First Nation Submitted by Bernard Jacob (Commission Counsel)	187
84	CV of Alana Morrisson (seven pages) Witness: Alana Morrisson, Detective Constable of Nishnawbe Aski Police Service Submitted by Krystyn Ordyniec (Counsel for Treaty Alliance Northern Ontario - Nishnawbe Aski Nation/Grand Council Treaty 3)	188
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88	"Recommendations Concerning the Coroner's Inquest into the Death of Ricardo Wesley and Jamie Goodwin," signed by the Presiding Coroner May 27, 2009 (ten pages) Witness: Alana Morrisson, Detective Constable of Nishnawbe Aski Police Service Submitted by Krystyn Ordyniec (Counsel for Treaty Alliance Northern Ontario - Nishnawbe Aski Nation/Grand Council Treaty 3)	191
89	Verdict of Coroner's Jury regarding Lena Mary Anderson, held from November 1-10, 2016 at Thunder Bay (nine pages) Witness: Alana Morrisson, Detective Constable of Nishnawbe Aski Police Service Submitted by Krystyn Ordyniec (Counsel for Treaty Alliance Northern Ontario - Nishnawbe Aski Nation/Grand Council Treaty 3)	192
90	Verdict of Coroner's Jury regarding Romeo Wesley, held from July 4-20, 2017 at Cat Lake First Nation, Ontario (11 pages) Witness: Alana Morrisson, Detective Constable of Nishnawbe Aski Police Service Submitted by Krystyn Ordyniec (Counsel for Treaty Alliance Northern Ontario - Nishnawbe Aski Nation/Grand Council Treaty 3)	193

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95	RCMP "Ageless Wisdom" Brochure "Frauds Cons Schemes and Scams - Avoid Being a Victim" (two pages) Witness: Sergeant Dee Stewart, Officer in Charge for Indigenous Policing, RCMP Division "E" Submitted by Anne Turley, Counsel for Government of Canada	197
96	RCMP Aboriginal Pre-Cadet Training Program Overview, 2018 (two pages) Witness: Sergeant Dee Stewart, Officer in Charge for Indigenous Policing, RCMP Division "E" Submitted by Anne Turley, Counsel for Government of Canada	197
97	RCMP recruitment pamphlet "A Career Nowhere Near Ordinary" (one page) Witness: Sergeant Dee Stewart, Officer in Charge for Indigenous Policing, RCMP Division "E" Submitted by Anne Turley, Counsel for Government of Canada	198

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1 Regina, Ontario

2 --- The hearing starts on Monday, June 27th, 2018 at 7:50
3 a.m.

4 **MR. VERN BELLEGARGE:** Friends and relatives.
5 I want to thank Louise for lighting the qu'liq this morning
6 as well. I'd like to open the session just by thanking our
7 Creator for giving us another day. I also want to thank
8 the pipe carriers who lifted their pipes this morning to
9 give us courage and strength to deal with some of the
10 issues that we're facing in our lives. The pipe carriers
11 also lifted the pipes to pray for our Commissioners. They
12 also prayed for the witnesses that will be appearing today.

13 And, we'll just give people a couple of
14 minutes. Do we have everybody here? Okay. Everybody's
15 here that has to be here, and I'll turn the chair over to
16 this beautiful young lady here.

17 **MS. MEREDITH PORTER:** Thank you. Good
18 morning. Good morning, Chief Commissioner Buller,
19 Commissioner Eyolfson, Commissioner Robinson, Commissioner
20 Audette. I'm Meredith Porter. I'm Commission Counsel with
21 the National Inquiry, and I will be leading the second
22 panel for this hearing. And, the focus of the second panel
23 is going to be on developing and fostering relationships
24 with Indigenous communities, families and survivors of
25 violence.

1 We intend to call five witnesses to give
2 evidence as part of this panel. And, those five witnesses
3 will include Yvonne Niego, who is the Deputy Minister with
4 the Department of Family Services with the Government of
5 Nunavut, and formerly the Assistant Deputy Minister of
6 Justice with the Government of Nunavut, and her counsel
7 will be Commission Counsel Violet Ford.

8 The second witness is Chief Clive Weighill,
9 past President of the Canadian Association of Chiefs of
10 Police. And, counsel for Mr. Weighill is Ashley Smith.
11 Our third witness will be Jean Vicaire, who is the Director
12 of Police at the Lac Simon First Nation. His counsel will
13 be Commission Counsel Bernard Jacob.

14 The fourth witness will be Alana Morrison,
15 who is a Detective Constable with the Nishnawbe-Aski Police
16 Service. Counsel for Ms. Morrison is Krystyn Ordyniec.
17 The final witness will be Sergeant Dee Stewart. She's the
18 Officer in Charge for Indigenous policing with the RCMP,
19 Division E. And, counsel for Ms. Dee Stewart is Anne
20 Turley.

21 Prior to getting started, I did want to make
22 a request. We've had a request by counsel for three of the
23 witnesses to lead their evidence. And, as you're aware,
24 our Rules of Procedure do allow counsel for witnesses to
25 request to lead their evidence, and it's on consent that

1 Commission Counsel is putting forward a request to be made
2 on the record whether or not the Commissioners consent to
3 their request to lead the evidence of those three
4 witnesses.

5 **UNIDENTIFIED SPEAKER:** Yes, we consent.
6 Thanks.

7 **MS. MEREDITH PORTER:** Thank you very much.
8 So, with that, I'm going to request that we start with our
9 first witness, Yvonne Niego. And, at this time, I'll ask
10 that Yvonne be sworn in.

11 **MR. BRYAN ZANDBERG:** With the Bible? Yes?
12 There's my Bible. Yvonne, do you swear to tell the truth,
13 the whole truth, and nothing but the truth so help you God?

14 **MS. YVONNE NIEGO:** I do.

15 **YVONNE NIEGO, Sworn:**

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

17 **--- EXAMINATION IN-CHIEF BY MS. VIOLET FORD:**

18 **MS. VIOLET FORD:** Good morning, Chief
19 Commissioner, Commissioners. As you can see, I'm -- for
20 those who knew me yesterday, talking about it, I'm still
21 wearing my same suit, because I was so keen, I was waiting
22 outside of this room all night just ready to go.

23 (LAUGHTER)

24 So, I will begin some of my questions to
25 you, Yvonne, on -- getting to talk to you a little bit so

1 that you can tell the Commissioners and the people in this
2 room, what is your cultural background?

3 **MS. YVONNE NIEGO:** I am Inuk. I grew up,
4 for the most part, in Nunavut.

5 **MS. VIOLET FORD:** And, your full name?

6 **MS. YVONNE NIEGO:** Yvonne Hukinak (phonetic)
7 Niego.

8 **MS. VIOLET FORD:** And, your middle name?

9 **MS. YVONNE NIEGO:** Hukinak. My middle name,
10 the literal translation is little mother-in-law.

11 **MS. VIOLET FORD:** And, that has some
12 significance in Inuit culture; correct?

13 **MS. YVONNE NIEGO:** Mm-hmm. So, it's a name
14 I was given at birth after the passing of my great-aunt.
15 My great-grandmother, Ung-ne-muk-duk (phonetic), her
16 daughter was very special to her, and of course in myself
17 being named, I was raised to a certain expectation because
18 of that name. Any kinship was developed based on that
19 name. Hukinak herself died by circumstances surrounding a
20 domestic dispute. So, on the positive side of that, I was
21 raised to be more than.

22 **MS. VIOLET FORD:** And, from what I know in
23 Inuit naming, it also has a significance within the
24 community in terms of maintaining relationships; correct?

25 **MS. YVONNE NIEGO:** Yes. So, for example,

1 with my great-grandmother, she -- I called her mother
2 because of that relationship. And, in our culture, that
3 bond is so strong that she was more like my mother than my
4 own biological mother, not because of bad circumstances or
5 anything like that. My biological family -- I grew up with
6 my bio family, but my great-grandmother, because of the
7 strength of that bond, she was my mother, her -- those
8 closest to her were like my siblings. Her children were
9 like my siblings. And, the language around that was as if
10 I was Hukinak, herself.

11 **MS. VIOLET FORD:** Thank you. Now, your
12 present position within the Government of Nunavut is Deputy
13 Minister with the Department of Family Services?

14 **MS. YVONNE NIEGO:** Yes, that's correct.

15 **MS. VIOLET FORD:** And, your duties in your
16 present position?

17 **MS. YVONNE NIEGO:** So, with Nunavut's family
18 services, I would be responsible for child protection,
19 child welfare, income assistance, career development,
20 labour market, immigration, apprenticeships, approximately
21 230 staff across Nunavut, and approximately a \$153 million
22 budget.

23 **MS. VIOLET FORD:** Okay. How long have you
24 worked in this capacity?

25 **MS. YVONNE NIEGO:** For about six to seven

1 months.

2 **MS. VIOLET FORD:** Okay. And, prior to this,
3 you were the Assistant Deputy Minister of Justice?

4 **MS. YVONNE NIEGO:** Yes, I moved over from
5 Justice in December, and I was with Justice for
6 approximately two years.

7 **MS. VIOLET FORD:** Over your career, you also
8 -- you were in the RCMP for 20 years?

9 **MS. YVONNE NIEGO:** I'm a retired police
10 officer, yes.

11 **MS. VIOLET FORD:** And, this involved
12 community policing?

13 **MS. YVONNE NIEGO:** For a part of my official
14 capacity, I was in charge of community policing for Nunavut
15 towards the end of my career. But, of course, being of my
16 culture, within my culture, it was all pretty much
17 community policing. Yes.

18 **MS. VIOLET FORD:** And, I see in your CV here
19 that you also won an International Award for policing?

20 **MS. YVONNE NIEGO:** Mm-hmm.

21 **MS. VIOLET FORD:** And, I think that was a
22 proud moment for all Inuit in Nunavut that Inuit can rise
23 to that level of recognition. Can you give us like one
24 minute to explain what that award stands for, what it's
25 about?

1 **MS. YVONNE NIEGO:** I can't even express.
2 Not only the first award of an Inuk woman, but also even
3 for the RCMP. I don't believe the RCMP had ever received
4 that sort of recognition at an international women and
5 policing event.

6 **MS. VIOLET FORD:** Okay. Thank you. Your
7 work also involved Aboriginal policy, and as a program
8 analyst with the RCMP?

9 **MS. YVONNE NIEGO:** Yes. For a period of
10 about five years I was posted in Ottawa, national
11 headquarters, in a variety -- three separate positions, one
12 of which was in Aboriginal policing.

13 **MS. VIOLET FORD:** Okay. And then you ended
14 up back in Nunavut; right?

15 **MS. YVONNE NIEGO:** Yes.

16 **MS. VIOLET FORD:** So Ottawa's a beautiful
17 city. It has a lot of amenities, nice national parks, nice
18 museums, galleries. Why did you want to go back to
19 Nunavut?

20 **MS. YVONNE NIEGO:** When I left, I left to
21 build my career, to get a break from 24/7 being on call and
22 being relied upon. I needed to build my career. And then
23 after those five years I felt it was time to go home and
24 use those skills for Nunavut.

25 Nunavut is -- well, where I grew up it's a

1 barren land, but the beauty of Nunavut, it's majestic, it's
2 pristine, it's -- and then the family living, the
3 communities being so small and so close for my children.
4 It was about enjoying that family time together. Every --
5 all -- everything in the community is so close to each
6 other. School is a minute away if anything happened.

7 Just -- I missed that lifestyle. Elders,
8 being closer to my elders, being close to babies. Because
9 I found in the city, those five years in Ottawa was my
10 first time living with my own family in a major city, and
11 so the only chance I got to see babies was really behind
12 buggies and behind plastic in the malls. So I really
13 missed family.

14 **MS. VIOLET FORD:** Thank you. So I would now
15 like to have her CV found in Tab A entered as Exhibit 1,
16 exhibit -- first exhibit.

17 **CHIEF COMMISSIONER MARION BULLER:** The CV
18 will be Exhibit 49, please.

19 --- Exhibit 49:

20 CV of Yvonne Niego (three pages)

21 Witness: Yvonne Niego, Deputy Minister with
22 the Department of Family Services,
23 Government of Nunavut

24 Submitted by Violet Ford (Commission
25 Counsel)

1 **MS. VIOLET FORD:** Okay. Thank you.

2 Now, getting into the matters that's in your
3 summary that you want to give testimony to today. And the
4 first one being providing some of the insights that you
5 have and your perspectives into the root causes of violence
6 based on your experience and based on your many years of
7 also with the RCMP.

8 If I can bring you to looking at -- under
9 Tab C of your materials, you'll see this document. I
10 believe you're familiar with this document?

11 **MS. YVONNE NIEGO:** I am.

12 **MS. VIOLET FORD:** Commissioner, if you can
13 have that under Tab C entered as an exhibit please?

14 **CHIEF COMMISSIONER MARION BULLER:** Could you
15 read in the title of the document, please?

16 **MS. VIOLET FORD:** Yes. Sorry. The Inuit
17 Health Survey 2007-2008: Nunavut Community and Personal
18 Wellness.

19 **CHIEF COMMISSIONER MARION BULLER:** Thank
20 you. Exhibit 50.

21 --- Exhibit 50:

22 Inuit Health Survey 2007-2008: Nunavut
23 Community and Personal Wellness, June 2012
24 (44 pages)

25 Witness: Yvonne Niego, Deputy Minister with

1 the Department of Family Services,
2 Government of Nunavut
3 Submitted by Violet Ford (Commission
4 Counsel)

5 **MS. VIOLET FORD:** Now, the Inuit Health
6 Survey from 2007 points out on page 8 the different types
7 of interpersonal violence. And this report, on page 34,
8 indicates that excessive alcohol can lead to physical
9 violence.

10 Yvonne, to what extent is this factor -- for
11 example, just this factor as an example -- related to the
12 crime rates in Nunavut, if you had to guess?

13 **MS. YVONNE NIEGO:** For the alcohol,
14 interpersonal violence I think plays a major factor, not
15 alone and by itself, but when the circumstances that we
16 have in Nunavut exist and then you put on top of that the
17 alcohol, many incidents occur.

18 **MS. VIOLET FORD:** Yeah. When these type of
19 matters occur, and for example, a crisis occurs from that,
20 how are these type of matters of violence handled by the
21 police in an Inuit community in Nunavut? What are -- what
22 is the police first response?

23 **MS. YVONNE NIEGO:** So the main response
24 would be to handle the emergency itself. For example,
25 interpersonal violence, to ensure the safety and security

1 of individuals in the community. Oftentimes, it is our
2 women that are a victim.

3 **MS. VIOLET FORD:** Yeah. And how many of
4 those types of incidences would you say -- I'm not asking
5 for specific percentages or, you know, comprehensive
6 details, but on a average, let's say, weekend in Iqaluit,
7 for example, how many of these type of crises would a
8 police have to respond to, from your experience? One, two?
9 Is it on location? Are there more than one a night?

10 **MS. YVONNE NIEGO:** In Iqaluit, a population
11 of 8,000, roughly, it's much more than one or two a night.
12 It's continuous throughout the weekend.

13 **MS. VIOLET FORD:** Okay. Now, a lot of this
14 substance abuse and the violence impacts on families, as we
15 all know, as other witnesses have come forward and
16 discussed that in our hearings. And Inuit have a lot of
17 extended family values.

18 Now, in your present position, you were
19 telling me yesterday about the values, the Inuit principles
20 that guide the department in its work. Can you just give a
21 -- an example of what one of those values are that apply to
22 family?

23 **MS. YVONNE NIEGO:** M'hm. So if we're
24 talking about the Nunavut Government and during the
25 creation of our government, eight guiding principles, eight

1 values, core values were identified. One would be
2 Inuqatigiitsiarniq, which it's difficult to explain in
3 English. It is about respect and care for others, for
4 people.

5 But to try to give a deeper sense, Innu is
6 life human, to live and breathe. Pijitsirniq is to do it
7 well together. The Inuktitut language, it's very wholistic
8 and it's a whole concept; it's not just a flat kind of word
9 or -- it's not very descriptive in English. It's very
10 deep.

11 **MS. VIOLET FORD:** Now, I know that's a
12 principle that operates in your department, but I would
13 like to know and for you to express this in terms of how or
14 if these type of principles are integrated into police
15 practices in Nunavut.

16 **MS. YVONNE NIEGO:** Throughout my policing
17 career, I've presented many times and I will always base it
18 on -- I always try to find a way to bring it down to
19 values. The RCMP has six core values, Inuit have eight
20 core principles, and comparatively, there's a lot of
21 similarity, but the difference is that, as I was saying
22 with (speaking in Inuktitut language), it's very much
23 holistic and there's a lot more depth and feeling to it.
24 Consensus -- the social decision making, the working
25 together for a common cause, that is so much more

1 pronounced in our Inuit ways I find than the RCMP values
2 which are based on general Canadian values.

3 **MS. VIOLET FORD:** Thank you. Now, you were
4 also talking about the housing shortage and how that
5 relates to the complexities of violence in Nunavut. And, I
6 just want to draw your attention to Tab B which is the
7 Annual Report of the State of Inuit Culture, 2013 to 2014,
8 Examining the Justice System in Nunavut. And, if I could
9 bring you to page 25, please. You recognize this document?

10 **MS. YVONNE NIEGO:** Yes.

11 **MS. VIOLET FORD:** You're familiar with this
12 document?

13 **MS. YVONNE NIEGO:** Yes.

14 **MS. VIOLET FORD:** I would like to have
15 entered as exhibit.

16 **CHIEF COMMISSIONER MARION BULLER:** Yes, the
17 Annual Report on the State of Inuit Culture and Society,
18 2013/2014 is Exhibit 51, please.

19 --- Exhibit 51:

20 Annual Report of the State of Inuit Culture
21 and Society 13-14 - Examining the Justice
22 System in Nunavut, Nunavut Tunngavik Inc.
23 2014 (49 pages)

24 Witness: Yvonne Niego

25 Submitted by Violet Ford, Commission Counsel

1 **MS. VIOLET FORD:** Thank you. Yvonne, if you
2 could just read out for me this whole paragraph, please.
3 This bottom paragraph.

4 **MS. YVONNE NIEGO:** "In addition, months may
5 elapse between the time a charge is laid and sentencing of
6 the perpetrator of the violence, because the court visits a
7 community anywhere from two to seven times a year,
8 depending on a number of factors such as charge volumes in
9 the community and size of the community. In 2013, the
10 court spent 68 weeks on circuit in Nunavut communities.
11 The gaps in time between circuits can mean that a couple
12 involved in a domestic abuse situation may have to wait up
13 to six months for the court to arrive and address the case
14 in a first hearing and sentencing may not take place until
15 a later circuit. In the interim, couples may have little
16 choice but to endure the stress of remaining together in a
17 potentially explosive and violent situation, typically with
18 little or no counselling or other supportive programming."

19 **MS. VIOLET FORD:** So, that means they have
20 to stay in the same house because of the shortage of
21 housing; right? Many times?

22 **MS. YVONNE NIEGO:** Often, they will make
23 attempts to abide by the conditions of their undertaking,
24 but the shortage of housing has a very large impact and
25 often couples will end up back together.

1 **MS. VIOLET FORD:** And, when they get back
2 together, do they stay together or is there another
3 situation that divides them? Like, another violent...

4 **MS. YVONNE NIEGO:** Often times there will be
5 repeated violence, and then the outstanding charges grow
6 until that court circuit arrives.

7 **MS. VIOLET FORD:** Thank you. As it relates
8 to housing generally and the general housing shortage, can
9 you paint a picture of what that typical Inuit household
10 looks like in terms of numbers in the household? The
11 number of families, the number of individuals, children,
12 adults?

13 **MS. YVONNE NIEGO:** I'm not sure of the
14 actual average per household, but -- for example, as a
15 police officer attending calls, those are the high volume,
16 highly congested housing -- dwelling houses that we attend.
17 And, for example -- I've had to even suit my own
18 investigative tools to that housing situation. For
19 example, child abuse cases. Any children I would
20 interview, I would, at the front end of the investigation,
21 I would have to try to lay out that living situation, where
22 do you sleep. Often, houses will have multiple mattresses
23 in one room on the floor, people sleeping in couches, in
24 rooms that are not bedrooms. Close quarters, uncles and
25 nieces in the same rooms. There's all kinds of different

1 scenarios. Very, very overcrowded.

2 **MS. VIOLET FORD:** And, what are some of the
3 consequences of that type of setting for Indigenous women
4 and girls?

5 **MS. YVONNE NIEGO:** Basically, safety and
6 security is at high risk when you have that kind of a
7 situation. Children have nowhere to do their homework,
8 they have constant disturbances through -- and interrupted
9 sleep and can't function at school.

10 **MS. VIOLET FORD:** Okay. Now, this report
11 also lays out other types of lack of resources such as
12 staff. In your present position, in terms of programming,
13 how many staff do you think you would need to carry out the
14 responsibilities and mandate of your present department?

15 **MS. YVONNE NIEGO:** Right now, I'm with
16 Family Services. I think what's key to addressing some of
17 the violence in our communities would be through the -- my
18 formal role in justice -- Community Justice. Community
19 Justice has the victim services portfolio, but there are
20 only three positions for the entire territory.

21 Our territory, it's 100 percent isolated,
22 remote communities -- 25 communities spread across three
23 time zones, 20 percent of Canada's land mass. It takes two
24 days to get to one certain region in our territory.
25 Everything is done by remote supervision, which is another

1 factor. So, best guess would be approximately 40, one in
2 each of the smaller communities, two or three in the larger
3 communities, and that would be for victim support services.

4 But, again, the English language just
5 doesn't work in Nunavut, the problem with the title of
6 victim services, victim support is, I feel, that Inuit
7 don't see themselves as victims. The Inuit are very
8 resilient. They will not complain until the very -- until
9 they're at the breaking point. And, definitely for sure
10 men that I've dealt with through policing, they're very
11 honest. Many of the people I've dealt with are begging for
12 help, they just don't know where to find it. But, titling
13 something as victim services, I think, will not entice
14 people to access the service, so it has to be something
15 else. It can't be a volunteer service. I know in southern
16 jurisdictions, police often refer victims, and I don't
17 really like that word, but refer victims to volunteer
18 victim services. In Nunavut, with the cost of living and
19 our circumstances, we just couldn't sustain a volunteer
20 support group.

21 **MS. VIOLET FORD:** Where do funds come from
22 to fill these positions? Is it direct transfer from the
23 federal government? Is it within existing budgets of the
24 territorial government?

25 **MS. YVONNE NIEGO:** So, what I didn't mention

1 -- I mentioned the three victim positions, but we also have
2 community justice outreach workers in our communities.
3 However, the original intent of those positions such as the
4 victim support piece has subsided, and their mandate has
5 grown into handling emergency protection orders and
6 community intervention orders through our family abuse
7 intervention legislation.

8 **MS. VIOLET FORD:** Thank you. And, I guess
9 that's also -- the shortages also relate to RCMP shortages
10 as well when responding to crises?

11 **MS. YVONNE NIEGO:** Yes. So, as I said, one
12 of the reasons for living Nunavut was for a break from the
13 24/7 policing, especially in raising a family. Very
14 difficult to do. Two and three-person posts are the
15 majority in Nunavut. Only a small few have five. One or
16 two detachments have five members, and then Iqaluit itself
17 has 25 to 28, I believe, on detachment.

18 **MS. VIOLET FORD:** So, if there was a crisis,
19 for example, one night, and another crisis happened a few
20 hours later, with the limited police, it would be -- they
21 would be struggling, right, for support?

22 **MS. YVONNE NIEGO:** I've gone without sleep
23 for approximately 65 hours dealing with constant calls.
24 Yes.

25 **MS. VIOLET FORD:** When was the last hiring

1 of an Inuk into the RCMP in the territory of Nunavut?

2 **MS. YVONNE NIEGO:** To my recollection, it's
3 been 14 years since a regular member, Inuk member from
4 Nunavut has been hired.

5 **MS. VIOLET FORD:** Do you have any guess on
6 why that would be?

7 **MS. YVONNE NIEGO:** I think there's a few
8 reasons. The nature of policing in Nunavut has changed.
9 The crime severity has, I believe, increased. There may
10 have been an overall decrease in total calls, but crime
11 severity has increased.

12 To want to become a police officer in a
13 small community, you have to see yourself in the
14 organization. If you don't see people that you identify
15 with, it's very difficult to want to be a part of that
16 organization. You have to have some sort of a connection.
17 As a police officer, you have to have a connection to the
18 community to mentor, to groom people into the organization,
19 especially where it's first response constant dealing with
20 really tough issues.

21 Another one could be -- of course it
22 changes. There are personalities at managerial levels.
23 So, when there's a manager in charge and especially our
24 Inuit members have difficulty feeling valued, it shows out
25 in the community. It's harder for that Inuk officer to

1 smile in the community. There's, you know, like I said,
2 sometimes 65 hours with no sleep going on call.

3 So, generally, Inuit are very happy, but
4 then when facing the types of calls you do and then having
5 an organization that doesn't feel as supportive as it could
6 be, I think an organization has to make those extra steps
7 to support Inuit members, not because they're less than,
8 but because almost that they're more than. They have to do
9 that much extra work because those other officers working
10 with them lack some of the tools they need in going to the
11 community. They don't have the language, they don't have
12 the history.

13 Our territory, just the environment itself
14 is so unique that it's difficult for officers coming north.
15 I think we're at about 95 percent imported RCMP to Nunavut.
16 Our numbers are declining as our Inuit members retire or
17 feel not valued and look for other work. Yes.

18 **MS. VIOLET FORD:** Okay. Now, moving on,
19 it's in a similar vein, but it's around communication
20 between Inuit communities and the RCMP. Do you know of any
21 policies on -- police policies on -- which they have in
22 order to communicate effectively with Inuit communities?
23 Are there any regular practices in place that you know of?

24 **MS. YVONNE NIEGO:** Sorry, in ways that...?

25 **MS. VIOLET FORD:** That would help with the

1 communication and building of connections between the
2 community and the police.

3 **MS. YVONNE NIEGO:** So, I know -- I was here
4 yesterday, and there was talk about cultural orientation.
5 That's one area. Language training, interpreter/
6 translators is another area. Maybe I'll expand a little
7 bit on each.

8 For cultural orientation, a one, two-day
9 course, five-day course, one-time only is not enough. As a
10 senior Inuk RCMP officer in Nunavut, I felt very valued in
11 one way in that whole responsibility of cultural awareness
12 was placed on me, but you can't do that to one person,
13 expecting them to know everything about a culture.

14 So, there needs to be something built in
15 with the community, a continuum of learning from beginner
16 to executive level. It can't be just this one-time only,
17 something you learn today. I mean, I'm busy. I'm sure
18 many people in this room have busy lives. We can't
19 remember a course we took five, ten years ago because we're
20 so busy learning other new things.

21 With interpreter/translators, I've seen so
22 many times where out of the goodness of their hearts,
23 people -- members of the public are volunteering to
24 translate for elders or unilingual Inuit, not because they
25 want to but because there is security and safety risk in

1 that community. And, out of that goodness, they're
2 volunteering to translate for the RCMP and the member of
3 the public. They don't get paid for that. They don't want
4 to do it, but they know the risk of not doing it. And so,
5 they're forced into it.

6 So, I think Indigenous communities that have
7 their language still, you need some way to pay for that
8 service so that you identify those willing persons. I
9 can't remember if I had another area but, yeah.

10 **MS. VIOLET FORD:** Okay. So there's no real
11 incentive either then to -- within the Police Force to
12 learn or become fluent in Inuktitut.

13 **MS. YVONNE NIEGO:** Inuktitut is -- I've
14 heard anyway, I don't know for sure, but is one of the most
15 difficult languages perhaps in the world to learn. And it
16 takes immersion. It takes time. And we don't have that
17 language, a fully developed -- again, continuum of learning
18 for the language. So there are courses. There are ways to
19 seek it out, but when you're 24/7 on call responding to
20 emergencies, only 2 or 3 of you in a community, it can be
21 very difficult. And the working language of policing, the
22 nature of policing, those are words and concepts foreign to
23 the language, so it's very difficult to apply.

24 **MS. VIOLET FORD:** What are the language
25 requirements within the Police Force? What laws guide them

1 ---

2 MS. YVONNE NIEGO: M'hm.

3 MS. VIOLET FORD: --- in the languages?

4 MS. YVONNE NIEGO: So obviously that would
5 be the federal English/French in Nunavut. Those are the
6 members that are recruited from the south, English and
7 French. And then our Inuk members, of course, speak --
8 most speak some Inuktitut, and there are territorial
9 language laws in place, but the RCMP is federal and it's
10 English/French.

11 MS. VIOLET FORD: What impacts do you see
12 because of those language barriers? What do those language
13 barriers have in relation to building relationships between
14 the communities, the families, individuals and the
15 community? What are the consequences of the RCMP not
16 having the language, the Inuktitut language?

17 MS. YVONNE NIEGO: M'hm. We put at risk not
18 solving investigations. We put at risk police and public
19 safety.

20 MS. VIOLET FORD: And just going into the
21 last final questions of this -- of the questions I want to
22 ask you, in terms of the -- a crisis and how the RCMP
23 communicates with the family in a time of crisis, how is
24 that handled by the RCMP? How did -- what do they say to
25 the family or what information do they give to the family

1 if they -- if the family wants information? In terms of,
2 for example, an investigation or who died or any of those
3 type of crisis type of concerns?

4 **MS. YVONNE NIEGO:** In my experience, most of
5 our officers have that language barrier, so it causes an
6 issue. Most of our RCMP officers in Nunavut are very well
7 meaning, just like our Inuit officers, but when you don't
8 have the tools that you need it causes a lot of issues.

9 I've seen where members of the public,
10 persons in -- experiencing the trauma and RCMP officers
11 trying to communicate, when you're experiencing trauma you
12 think in your mother tongue. You think and react in your
13 first language. And so it's very difficult to remember and
14 communicate through that barrier. Police officers, I've
15 witnessed them telling a victim, complainant, member of the
16 family something and it just not sink in with the family.
17 And so much is lost.

18 **MS. VIOLET FORD:** And when that happens,
19 what is the response of the family? What impact does that
20 have on the family?

21 **MS. YVONNE NIEGO:** There can be all kinds of
22 impacts from confusion to in a small community, many
23 rumours starting emulate because they didn't hear what was
24 said properly. It's critical that we have Inuit officers
25 in Nunavut.

1 **MS. VIOLET FORD:** Do you have any
2 suggestions, given your experience within the RCMP and in
3 your position today, how that could happen?

4 **MS. YVONNE NIEGO:** I'm sure that there are
5 ideas out there, but definitely we've seen success through
6 having mass recruiting campaigns, full Inuit troupes being
7 formulated and sent through to training. Because of the
8 language barrier, we don't have highways and not too many
9 roads, so driving is a factor. Passing the entrances
10 exams, the English is in -- so there are many barriers to
11 becoming a police officer. You need that extra step by an
12 organization to recruit. You need study sessions,
13 guidance. You need a number of things.

14 **MS. VIOLET FORD:** How many -- with the
15 service of an RCMP in the community, how many years are
16 they required to stay in one community?

17 **MS. YVONNE NIEGO:** It fluctuates depending
18 on the management of the day. In V Division, Nunavut's
19 RCMP Division, it's gone from two years and two years in
20 two different postings and out to three years in one
21 posting. It's generally four to five years. And that's
22 only enough time to just get to start learning a bit about
23 the culture.

24 **MS. VIOLET FORD:** Do you think that's long
25 enough to learn the language?

1 **MS. YVONNE NIEGO:** For most, no. There are
2 rare people who just have a knack for languages and can
3 pick it up, but for the majority, no.

4 **MS VIOLET FORD:** Or to build strong bonds
5 and relationships with the community members?

6 **MS YVONNE NIEGO:** Again, same thing. It's -
7 - the majority -- actually, police officers they're hired
8 because of their strong ethics and values, so that's
9 probably a better statistic. But because of the culture
10 and language barrier, it's difficult to make those
11 connections. But I'd say it's better than the other one
12 you mentioned.

13 **MS VIOLET FORD:** Okay. We have two minutes
14 left. How would you like to use those last two minutes to
15 send some message, more messaging or words to the
16 Commission in terms of, for example, recommendations,
17 trying to get to root problems or any other type of
18 messaging, last words that you would like to say?

19 **MS YVONNE NIEGO:** So in the spirit of my
20 elders, women and children, the historical trauma, truth
21 and reconciliation, the calls to action, this support is so
22 needed in the community, in our communities. When you have
23 remote supervision of professional caregivers in the
24 community, it's very difficult, so you need that entity,
25 that paid entity supported.

1 And going back to that historical trauma, we
2 can't go back to the way we used to live as nomadic Inuit,
3 strong, resilient as we once were. We're rebuilding that,
4 reclaiming that, but I really feel strongly that there's a
5 federal responsibility to reconcile. So, whatever that
6 looks like, it has to reach into the community.

7 **MS. VIOLET FORD:** (Speaking Inuktitut). Any
8 questions, Commissioners, for the witness?

9 **CHIEF COMMISSIONER MARION BULLER:** No, we're
10 deferring cross-examination. Thank you.

11 **MS. MEREDITH PORTER:** Thank you, counsel,
12 and thank you, Ms. Niego. The next witness that the
13 Commission intends to call is Retired Chief Clive Weighill,
14 and leading the evidence of Mr. Weighill will be Ashley
15 Smith. At this time, I will ask the Registrar to affirm
16 the witness.

17 **MR. BRYAN ZANDBERG:** Good morning, Mr.
18 Weighill.

19 **RETIRED CHIEF CLIVE WEIGHILL:** Good morning.

20 **MR. BRYAN ZANDBERG:** Mr. Weighill, do you
21 solemnly affirm that the evidence you will give will be the
22 truth, the whole truth, and nothing but the truth?

23 **RETIRED CHIEF CLIVE WEIGHILL:** I do.

24 **CHIEF CLIVE WEIGHILL, Affirmed:**

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

1 **RETIRED CHIEF CLIVE WEIGHILL:** Thank you.

2 **--- EXAMINATION IN-CHIEF BY MS. ASHLEY SMITH:**

3 **MS. ASHLEY SMITH:** Good morning, Chief
4 Commissioner, Commissioners. My name is Ashley Smith, and
5 I am legal counsel for the Canadian Association of Chiefs
6 of Police. Before we start, we would like to acknowledge
7 that we are on Treaty 4 territory. We do have a
8 PowerPoint. I'm not sure if it's up just yet.

9 **CHIEF COMMISSIONER MARION BULLER:** Ms.
10 Smith, would your witness like to affirm, promise or swear?

11 **MS. ASHLEY SMITH:** Oh, I'm sorry, he would
12 like to affirm. I believe he just did.

13 **CHIEF COMMISSIONER MARION BULLER:** They're
14 always ahead of me.

15 **MS. ASHLEY SMITH:** No, that's fine. Thank
16 you so much. If we could move to the next slide, please?
17 So, Retired Chief Weighill, I would ask you to turn to Tab
18 1 of the document binder we provided to the Commission; is
19 that your CV?

20 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, it is.

21 **MS. ASHLEY SMITH:** And, Chief Commissioner,
22 we would ask that Chief Weighill's CV be added as the next
23 exhibit, please?

24 **CHIEF COMMISSIONER MARION BULLER:** Just give
25 me a moment to catch up to you. CV is Exhibit 52, please.

1 --- Exhibit 52:

2 CV of Clive Weighill (six pages)

3 Witness: Retired Chief Clive Weighill, Past
4 President, Canadian Association of Chiefs of
5 Police

6 Submitted by Ashley Smith (Counsel for the
7 Canadian Association of Chiefs of Police)

8 **MS. ASHLEY SMITH:** Thank you. Due to time,
9 we won't be able to go through your CV in detail, but I
10 would like to touch briefly on some of your experience.
11 So, you are the Retired Chief of the Saskatoon Police
12 Service?

13 **RETIRED CHIEF CLIVE WEIGHILL:** That's
14 correct.

15 **MS. ASHLEY SMITH:** And, when I refer to the
16 "SPS" moving forward, you would understand that to be the
17 Saskatoon Police Service?

18 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

19 **MS. ASHLEY SMITH:** You were Chief of Police
20 of SPS from September 1st, 2006 to October 6th, 2017?

21 **RETIRED CHIEF CLIVE WEIGHILL:** That's
22 correct.

23 **MS. ASHLEY SMITH:** And, prior to joining the
24 SPS, you were the member of the Regina Police Service for
25 approximately 31 years?

1 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

2 **MS. ASHLEY SMITH:** And, when I refer to
3 "RPS" moving forward, you would understand that to be the
4 Regina Police Service?

5 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

6 **MS. ASHLEY SMITH:** Next slide, please? I'd
7 now like to speak with you about the Canadian Association
8 of Chiefs of Police. Now, when I say "CACP" moving
9 forward, you would understand that to be the Canadian
10 Association of Chiefs of Police?

11 **RETIRED CHIEF CLIVE WEIGHILL:** That's
12 correct.

13 **MS. ASHLEY SMITH:** And, you served as
14 President of CACP from 2014 to 2016?

15 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

16 **MS. ASHLEY SMITH:** And, you have been
17 immediate past president since 2016?

18 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

19 **MS. ASHLEY SMITH:** And, your term will
20 conclude this year?

21 **RETIRED CHIEF CLIVE WEIGHILL:** That's
22 correct.

23 **MS. ASHLEY SMITH:** Can you tell us a little
24 bit about what the CACP is?

25 **RETIRED CHIEF CLIVE WEIGHILL:** The CACP is

1 an organization of police executives across Canada,
2 National Police Chiefs, and it includes the Ontario
3 Provincial Police, the Sûreté du Québec, the RCMP and
4 municipal policing agencies and First Nations police
5 agencies across Canada.

6 **MS. ASHLEY SMITH:** And, can you explain the
7 relationship between the CACP and the First Nations Chiefs
8 of Police Association?

9 **RETIRED CHIEF CLIVE WEIGHILL:** Yes. First
10 Nation Chiefs have their own association, but they come
11 under the umbrella of the Canadian Association of Chiefs of
12 Police, and they have a permanent seat on our Executive
13 Board of Directors.

14 **MS. MEREDITH PORTER:** Excuse me. I believe
15 that we have an objection.

16 **MS. HILLA KERNER:** Sorry, I don't know if
17 just because I'm ESL, it's very, very fast, and what you
18 have to say is very valuable, and it's hard when the two of
19 you are rushing.

20 **RETIRED CHIEF CLIVE WEIGHILL:** Okay.

21 **MS. ASHLEY SMITH:** Okay.

22 **UNIDENTIFIED SPEAKER:** Just for both of the
23 translators, just slow down.

24 **RETIRED CHIEF CLIVE WEIGHILL:** Okay.

25 **MS. ASHLEY SMITH:** Certainly. We apologize.

1 We're feeling the crunch of time, so I will try to go a
2 little bit slower. Thank you, I appreciate the objection.

3 Can you explain now what initiatives the
4 CACP has taken with regards to missing and murdered
5 Indigenous women and girls?

6 **RETIRED CHIEF CLIVE WEIGHILL:** I take the
7 Commission back to Tab 3 to start with. And, at the very
8 back of Tab 3, there is a statement that I gave becoming
9 the President of the Canadian Association of Chiefs of
10 Police in 2014, and it had to do with missing and murdered
11 Indigenous women and girls. I was elected as the president
12 that year, and we received a letter from NWAC requesting
13 our position on the -- hopeful, at that time, the upcoming
14 Inquiry on Missing and Murdered Indigenous Women and Girls.

15 Stemming from that, in September 2014, I
16 went to Ottawa and I met with the President of NWAC, which
17 was Commissioner Audette at the time, and we sat down, had
18 a very cordial conversation about what the police chiefs
19 across Canada were thinking, how we thought we could work
20 together if an Inquiry did come, or leading up to an
21 Inquiry or assisting the Inquiry. And, at that time, we
22 put out a joint statement from NWAC and the Canadian
23 Association of Chiefs of Police saying that we wanted to
24 work together and try to move forward on this issue.

25 Then, if you go to Tab 3 again, Tab 3 is a

1 media release that the Canadian Association of Chiefs of
2 Police put out in 2015 thanking the RCMP for the work that
3 they had done on behalf of all police services trying to
4 collate what exactly had happened for statistical numbers
5 in relation to the murdered or missing Indigenous women and
6 girls.

7 And then if you move forward to Tab 4,
8 you'll see that we had a media release there. We had a
9 huge Summit the Canadian Association of Chiefs of Police
10 held in Winnipeg. We asked several elders to participate,
11 we asked elders to help us form the program for the Summit.
12 We invited Chief Perry Bellegarde from the AFN as one of
13 our guest speakers. And, we were trying to really discuss
14 missing and murdered Indigenous women, discussing different
15 relationships with Indigenous people across Canada,
16 different policing initiatives, different cultural and
17 spiritual trainings that we may have for our police
18 services. I would say it was a very successful Summit.
19 And, at the end of that, you'll see in our media release
20 there in Tab 4, we came out with several recommendations
21 for police services.

22 Now, as an association, certainly we have no
23 authority over those police services. We're just an
24 association. So, there were guidelines and suggestions for
25 other police services across Canada. And, I think due to

1 time here that we have today, I would just ask those to be
2 entered as an exhibit.

3 **MS. ASHLEY SMITH:** So, Chief Commissioner,
4 Chief Weighill had referred to Tab 2, which is the
5 September 30th, 2014 Statement of the CACP. If that could
6 be the next exhibit?

7 **CHIEF COMMISSIONER MARION BULLER:** What I
8 suggest we do, given the number of separate exhibits in
9 this binder, is we'll go through them, I'll have, of
10 course, the witness identify the documents, then off the
11 record, we'll mark them a series of exhibits separately;
12 okay?

13 **MS. ASHLEY SMITH:** Certainly. Thank you so
14 much.

15 **CHIEF COMMISSIONER MARION BULLER:** Or off
16 the clock maybe is a better way to put it.

17 **MS. ASHLEY SMITH:** Perfect. Thank you.
18 And, since the Moving Forward Conference that you
19 referenced, Chief Weighill, have there been any other
20 actions of the CACP since May of 2016?

21 **RETIRED CHIEF CLIVE WEIGHILL:** Yes. We have
22 several subcommittees at the Canadian Association of Chiefs
23 of Police ranging from, you know, IT committee to our Crime
24 Prevention, to Law Amendments. And, we also have a
25 subcommittee, Policing with First Nations, Métis and Inuit

1 People. They have several recommendations that they put
2 forward to our executive body.

3 We also have an Executive Global Studies
4 Program where -- for succession management. Maybe 18 or 20
5 candidates would come from across Canada to do
6 international studies on different aspects of policing.

7 In 2017, it was done on public trust with a
8 heavy look at Indigenous people, nationally, for Canada.
9 And, this year, for 2018, the group of about 18 executive
10 are working on equity, inclusion, fundamental respect in
11 our diverse police organizations, and their report will be
12 put forward to our AGM this August with their
13 recommendations on that. Once again, very heavily involved
14 with Indigenous relationships in Canada and the police.

15 **MS. ASHLEY SMITH:** Next slide, please?
16 Chief Weighill, I was hoping we could now speak about the
17 Saskatchewan Association of Chiefs of Police. And, when I
18 refer to the "SACP" moving forward, you would understand
19 that to be the Saskatchewan Association of Chiefs of
20 Police?

21 **RETIRED CHIEF CLIVE WEIGHILL:** That's
22 correct.

23 **MS. ASHLEY SMITH:** And, you served as Vice-
24 President of the SACP from 2011 to 2014?

25 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

1 **MS. ASHLEY SMITH:** And, can you tell us a
2 little bit about what the SACP is?

3 **RETIRED CHIEF CLIVE WEIGHILL:** The SACP is
4 like a smaller version of the Canadian Association of
5 Chiefs of Police. It would be the municipal police chiefs
6 in Saskatchewan for Estevan, Weyburn and Moose Jaw,
7 Saskatoon, Regina, Prince Albert, and some of the smaller
8 centres, and also with the RCMP. And we're a group of
9 executives that meet twice a year on different policing
10 issues.

11 **MS. ASHLEY SMITH:** Next slide, please. What
12 initiatives have the SACP taken regarding missing and
13 murdered Indigenous women and girls?

14 **RETIRED CHIEF CLIVE WEIGHILL:** The SACP's
15 had a -- their website, I would say, for the last 12 to
16 13 years, a list of all missing persons in the Province of
17 Saskatchewan that have been reported to the police and any
18 information that we would have that would relate to that.
19 And every year, when the missing persons week is on, they
20 put special items up on their website as well.

21 **MS. ASHLEY SMITH:** I'd like to now turn your
22 attention to how missing persons are addressed in
23 Saskatchewan. Next slide please.

24 Can you tell us approximately how many
25 missing person reports are received in Saskatoon and Regina

1 and how those agencies respond to missing persons?

2 **RETIRED CHIEF CLIVE WEIGHILL:** Well, in
3 Saskatoon, if the numbers hold true -- slow down. In
4 Saskatoon, if the numbers hold true, there would be around
5 3,200 reports of missing persons. And when you put that in
6 perspective, Saskatoon's a city of not even quite 300,000,
7 and that police service receives 3,200 reports of missing
8 persons in a year. Regina receives around 1,800 reports of
9 missing persons. And that same kind of ratio would hold
10 true for Winnipeg, a lot of the Prairie cities.

11 Now, when I say 3,200 missing person
12 reports, I don't mean that that's 3,200 missing people. A
13 lot of that has to do with mainly young girls that are in
14 group homes that run away, sometimes 30, 40, 50 times in a
15 year. So those totals add up.

16 But you can imagine what kind of a workload
17 that is on a police service, because every time one of
18 those reports comes in, we take the report, put on CPIC, it
19 may or may not be a media release depending on the
20 circumstances. An investigation gets started, we work with
21 the group homes, we work with the outreach centres in
22 Saskatoon in trying to find that individual. Because we
23 know fairly well, unfortunately, one of these days one of
24 those girls isn't going to come home.

25 And I'd have to say for the people that work

1 in that field, I mean, I've had detectives in my office
2 that work in the missing persons area, and I've had them in
3 my office literally crying, saying that they feel they're
4 under so much pressure because they're doing everything
5 they can to try and find these girls, but they feel like
6 there's a dagger over their head. Because if they don't
7 find that girl and something happens to them they are going
8 to be criticized for the work that they've done.

9 So when they have this volume of work, and
10 the pressures they have on them to find these girls, it
11 really does put a whole different atmosphere of how we're
12 trying to work with these reports, how we're trying to get
13 them quickly as we can and try and make sure we get those
14 girls back home safe again, or to the group home, wherever
15 they're missing from.

16 **MS. ASHLEY SMITH:** And can you tell us a
17 little bit about the process when a missing report comes
18 in, what happens from that point?

19 **RETIRED CHIEF CLIVE WEIGHILL:** Sure. Now,
20 the reporting system in Saskatchewan has changed
21 dramatically, and most police services right across Canada.
22 We've completely revamped our policy. The days of waiting
23 24 hours are long gone.

24 I know in our policy, it's bolded that we'll
25 take a report immediately. You do not send somebody home

1 to check to see if they're at their uncle's house or their
2 aunt's house or wait 24 hours. If somebody comes in to --
3 or reports to a police officer that somebody is missing, we
4 take that report immediately.

5 That will all -- that will start a chain
6 reaction within our organization, and I'll speak about
7 Saskatoon, and Regina would be very similar, Prince Albert
8 would be very similar. When that report comes in, as I
9 mentioned, it gets put on CPIC and it gets triaged on the
10 best way that we can evaluate on that missing person. Is
11 that person in a vulnerable situation? Is this very
12 unusual? All those factors get taken into consideration.

13 So it may be triaged immediately to
14 frontline officers to start investigating. It may be sent
15 to the missing persons area to start working with social
16 services in the group home, or if it's a very suspicious
17 circumstance, highly suspicious, it'll go directly to Major
18 Crimes.

19 We also have put things in our policy -- you
20 know, it happens fairly frequently when somebody is missing
21 from a First Nation, and naturally the family is wondering
22 what's happening on the file. Sometimes they feel the
23 police aren't doing enough.

24 They'll go to their local First Nations
25 chief and they'll say, you know, the police aren't doing

1 enough on this file. The First Nations chief then would go
2 to maybe the FSIN and escalate it up, and then maybe to my
3 Board of Police Commissioners or myself that the police
4 aren't doing anything.

5 So we've developed a waiver. So if the
6 family will sign that, that will allow us then to share the
7 information with their local chief of their First Nation as
8 well, too, so their local chief knows what's going on.

9 So if there's rumours within a First Nation
10 of what the police should be doing or haven't been doing,
11 if they go to their local chief, the chief then has the
12 information and they can say, no, this is what the police
13 are doing. And we've found that that de-escalates a lot of
14 rumours and a lot of hard feelings about whether the police
15 are actually doing something on that file or not.

16 Also, in the Province of Saskatchewan, there
17 has been a lot of work done, very collegially, involving
18 families of missing and murdered Indigenous women, and
19 we've put together toolkits. And these toolkits are
20 available for every police service, every municipal police
21 service and the RCMP.

22 So I'd like to take you to Tab 8. If we
23 have an investigation, I'm not just talking about now, but
24 every single one, but I'm talking about an investigation
25 that we -- very suspicious, we've got Major Crime on this,

1 we don't know what's happened to this individual, our
2 Victim Services will meet with the family and they get a
3 family toolkit.

4 And in this family toolkit, it would walk
5 the family through, you know, a missing person's checklist,
6 a communication log when they're going to work with the
7 police, what they can expect from the police, what the
8 police are going to expect from the family, what they can
9 expect from social media, self-care for themselves, and
10 Internet links and information that they might need as the
11 family as they're working through it.

12 If I take you to Tab 9, Victim Services also
13 have a workbook that they have to follow. So Victim
14 Services will go through their checklist as they're working
15 with the family. You know, talking about the
16 investigations, how to engage with the family, historical
17 missing persons' files and how we work on those,
18 identifying the needs of the family, identifying the needs
19 that the police are going to need.

20 Then if I take you to Tab 10, there's also a
21 handbook made up for the agency response as well, too. So
22 the agency response has a checklist and a regime that they
23 should follow in the Province of Saskatchewan when they're
24 working on a missing person's case.

25 So this has all been brought together so

1 that we have a common communication of missing persons with
2 the family, we have a common communication with Victim
3 Services, and we have a common communication with the
4 police.

5 On top of that, layered on top of that, the
6 Province of Saskatchewan has also funded investigators to
7 work on missing person files. So they've paid for an
8 investigator in Regina, paid for one in Saskatoon, paid for
9 one in Prince Albert and paid for one within the RCMP.

10 And their full time job is to work on
11 missing person files. They work together throughout the
12 province, they look at each others' files, they bring up
13 cold cases and see if they can find some new leads on some
14 of the missing person files.

15 The province also pays for, through Victims
16 Services, a Victim Services Missing Person Liaison.
17 There's a position in Regina, Saskatoon, Prince Albert and
18 the RCMP as well. This job position is strictly just
19 working for missing persons within Victim Services, and
20 they liaison with the families and the police back and
21 forward with communication on the missing persons, try and
22 give support to the family so that they understand what may
23 or may not be happening with this file.

24 And then the province also pays for
25 Aboriginal Victim Service officers. And we have two in

1 Saskatoon, I believe Regina has two, Prince Albert has one
2 and the RCMP have several throughout the province as well,
3 too, paid for by the Province of Saskatchewan, once again
4 as an outreach to victims of Indigenous people for any
5 crime, and not just missing persons, but just to give that
6 commonality when people are concerned about files and
7 concerned about what should happen with their
8 investigation.

9 **MS. ASHLEY SMITH:** Next slide, please.

10 Chief Weighill, I understand you have a
11 brief video of individuals describing their experience with
12 the Missing Person Liaison and Victim Services?

13 **RETIRED CHIEF CLIVE WEIGHILL:** Yes. We have
14 a brief video here, please.

15 **MS. ASHLEY SMITH:** If we could please move
16 to the next slide, and if you could play the video, please.
17 (VIDEO PRESENTATION)

18 **MS. ASHLEY SMITH:** If we could move to the
19 next slide, please. And, Chief Weighill, you've spoken
20 about how the majority of missing person reports involve
21 youth runaways. Can you tell us a bit about the Operation
22 Runaway program and its efforts to address this issue?

23 **RETIRED CHIEF CLIVE WEIGHILL:** Saskatoon has
24 a recent pilot project that's now gone into a regular
25 project working with young girls that are running away from

1 the group homes. The province of Saskatchewan donated
2 \$125,000.00, Home Depot put in \$25,000.00, and Prairie
3 Mobile donated the cell phones that we give to the young
4 girls.

5 We worked with young women with lived
6 experience as a youth committee to find out what the
7 reasons are that people are running, how can we develop a
8 program. And, from their information and from their
9 guidance, we developed a program in conjunction with social
10 services, and the police and mental health and addictions.
11 The girls get cell phones when they're in the program. So,
12 if they're in a place of danger and they're in a place of
13 help, they can phone. They can phone to their mentorship
14 to get help.

15 If they do run away and they do come back,
16 they're set -- it's kind of a group effort, a wraparound,
17 to try and find out what's driving you to run away, what
18 are you running to, what are you running from, why is it
19 that you can't stay in the group? Can we move you
20 somewhere else? Can we put you in a different environment?
21 And, try and find a solution so we don't keep continually
22 getting these girls that are running 40 or 50 times.

23 **MS. ASHLEY SMITH:** Next slide, please. Now,
24 we'd like to chat about some initiatives undertaken by
25 Saskatchewan Municipal Police Services to build

1 relationships with the Indigenous community. Next slide,
2 please. Can you explain to us the Strengthening Families
3 Program?

4 **RETIRED CHIEF CLIVE WEIGHILL:** Strengthening
5 Families Program is about one year in existence right now.
6 The Saskatoon Police Service received almost \$2.5 million
7 from the federal government, \$500,000.00 per year to build
8 this program. It's a program that's been used in other
9 countries around the world. It's a 14 week program, it's
10 designed for a youth in a family for guidance and some
11 selection for them, and also their family, because we found
12 in many cases -- you know, the youth may be having some
13 issues, but it's a family issue, not just a youth issue.

14 So, it's a 14 week program where the youth
15 would come, they would get certain, kind of, screening and
16 programming and help on their own. Their parents, or their
17 family, or their guardian would come and meet in a
18 different area, they would have their different kind of
19 programming. They would meet together for supper. And
20 then they would go jointly again for another session in the
21 evening. It runs over 14 weeks.

22 It's very early to give you any results on
23 how successful it will be, but this program has been used
24 in other countries and it's certainly something that we're
25 hoping will help in Saskatoon.

1 **MS. ASHLEY SMITH:** And, I understand you
2 have a short video showing us some Strengthening Family
3 participants talking about the impact the program has had
4 on them.

5 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

6 **MS. ASHLEY SMITH:** If we could move to the
7 next slide, please, and if you could please play the video.
8 (VIDEO PRESENTATION)

9 **MS. ASHLEY SMITH:** If we could please move
10 to the next slide. Can you please explain the Regina
11 Intersectoral Partnership or the TRiP program, please?

12 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, it's a
13 program similar to Strengthening Families. It's been in
14 Regina for quite some time now. It started out for help
15 for youth under 11, and then it broke into a higher one for
16 12 and up. And then on top of that, the hub was layered on
17 that as well too. So, it runs along the same line as
18 Strengthening Families and bringing different caregivers
19 together, different people with lived experience, different
20 social agencies to help families that are in crisis.

21 **MS. ASHLEY SMITH:** Next slide, please. I'd
22 now like to speak with you about some of the initiatives of
23 the Cultural Resource Unit and Community Diversity Units at
24 the municipal police services in Saskatchewan. Can you
25 briefly describe these units and their purpose?

1 **RETIRED CHIEF CLIVE WEIGHILL:** Saskatoon has
2 a unit with six members in it, Regina has a unit with five
3 members in it, Prince Albert has a smaller unit, and then
4 of course the cities of Moose Jaw and Weyburn and Estevan
5 that are a bit smaller, use their regular officers for some
6 of this work.

7 But, probably most of these units would have
8 started in the early 1980s, when we first were experiencing
9 the urbanization of First Nations into the cities. And, of
10 course there was a clash between police values, Indigenous
11 values and misunderstanding of cultures, history,
12 spirituality. So, cultural units started to come into
13 vogue in the police services in Saskatchewan.

14 They've grown through the years. When I
15 first was in Regina, there was one member, and then the
16 unit gradually became two members, and like I say, now it's
17 up to five members in Regina, six members in Saskatoon.
18 And, they work with the Indigenous population, new
19 Canadians on things like the Peacekeeper Cadet Program,
20 advisory committees, working with the LGBTQ two-spirit
21 communities, interpreter programs, just as a reach out so
22 people have somebody that they can contact.

23 I found in life that if you have somebody
24 that you can phone, that you can contact, especially with
25 the police, it certainly helps. And, it's hard to get a

1 hold of police officer that's working 24/7, but with the
2 cultural units, you can usually start to reach and build up
3 some relationships with the people in the Cultural Unit
4 because they're there during the day time, during the week
5 most of the time, and you can actually start to build up
6 relationships, and it's been very positive.

7 **MS. ASHLEY SMITH:** Next slide, please.
8 Could you tell us about the Peacekeeper Cadet Program?

9 **RETIRED CHIEF CLIVE WEIGHILL:** The
10 Peacekeeper Cadet Program in Saskatoon has been there since
11 2014. Regina's had one for about 15 years, it's called a
12 Cadet Program. And, the idea is to bring youth from the
13 inner city together to learn about citizenship, cultural
14 history taught by the elders, and spirituality, a little
15 bit of discipline. They have classes every couple of
16 weeks. They throw in, you know, some drill and things
17 along that line.

18 It's amazing what these young people will
19 start to do when they get into something they've never
20 probably belonged to before, something that's really, kind
21 of, strictly organized and builds a little bit of
22 character. And, I know we're, kind of, running short on
23 time, but I just want to give you one example of how this
24 works in a family setting.

25 We had the graduation for the Peacekeepers

1 last year in late spring, and we invite the mothers, and
2 fathers, and uncles and aunts to come to see their young
3 kids graduate. So, the people that come -- it's funny to
4 watch, because a lot of the parents and siblings and stuff,
5 when they come, they may have had bad interactions with the
6 police before. So, they come, they're very tentative when
7 they come to the hall. They don't really, kind of, want to
8 communicate much with the police. They're there because
9 their child is going to graduate.

10 And, these kids are, like, 8, 9 and 10 years
11 old. And, parents are all arriving, and these little kids
12 are all running around the school and they're all excited.
13 And, they get on their little uniform and they form them up
14 outside of the hall, and then they march them in and they
15 do a little bit of drill. And, they've got these real
16 bonding things that happen, teamwork and stuff. When these
17 kids walk in, they look around just like all kids do.
18 They're looking around to see if their parent is there, is
19 there an uncle there, or their aunt there to see who they
20 are. And they're all proud and they're doing this drill
21 and they're proud of what they're doing. And their parents
22 are looking at this and their aunts and uncles. They've
23 probably never seen this from these kids before, like, "Oh,
24 look at the teamwork that's going on."

25 It's just a building thing for the whole

1 family, not just for the kids that are involved. But it's
2 a building thing for the family to understand the police
3 are not just there to arrest them, the police are there for
4 other issues as well too, for public safety and to build
5 communities. It's a very, very positive program. And
6 that's been running -- and the RCMP has cadet programs in
7 the province of Saskatchewan for youth as well too. Very
8 strong programs.

9 **MS. ASHLEY SMITH:** Next slide, please? Can
10 you tell us about the SPS Chief's Advisory Committee?

11 **RETIRED CHIEF CLIVE WEIGHILL:** Chief's
12 Advisory Committee is -- me being the Chief at the time,
13 had a group of Elders that would advise me and executive
14 staff from the Saskatoon Police Service on all kinds of
15 issues related to Indigenous relationships and the police,
16 and advice.

17 We meet every season, four times a year, as
18 an in the Indigenous world, four times per year. We meet
19 in our headquarters, we have a cultural room that's vented
20 so we can do smudges. We meet. We have a talking circle.
21 We have a small feast, and then myself and my executive
22 officers and several from the committee go out to Whitecap
23 First Nation for a sweat. We do that, like I say, four
24 times a year.

25 The Chief's advisory has been very, very

1 effective for us. Very frank when we have our meetings,
2 you know, they hear what's going on in the community. We
3 have some really good frank conversations, some very, very
4 good advice from that Chief's Advisory Committee.

5 **MS. ASHLEY SMITH:** And are there similar
6 Elder Advisory Committees at other police services in
7 Saskatchewan?

8 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, there
9 are. Regina has an Elders committee, and Prince Albert
10 utilizes use of the Elder, and of course the RCMP has
11 several Elders as well.

12 **MS. ASHLEY SMITH:** Next slide, please? Can
13 you please describe the Prince Albert Police Service
14 Indigenous Women's Commission?

15 **RETIRED CHIEF CLIVE WEIGHILL:** That was
16 started by the Chief now of Saskatoon, when he was the
17 Chief in Prince Albert, bringing women together that have -
18 - from families that have been affected by a murdered or
19 missing Indigenous women. They get together, have a lunch,
20 discuss issues that are common to them. You know, it's
21 kind of a healing way to work with things, get information
22 out. And he's going to start that in Saskatoon as well
23 too.

24 **MS. ASHLEY SMITH:** Next slide, please? Can
25 you tell us about the SPS Advisory Committee on Diversity?

1 **RETIRED CHIEF CLIVE WEIGHILL:** The Advisory
2 Committee on Diversity was started right after the
3 Stonechild Inquiry in Saskatoon. It was put together by
4 Helen Smith McIntyre from Amnesty International, Gordon
5 Lafond who was the Tribal Chief of the Saskatoon -- the
6 Saskatoon Tribal Counsel, and John Lagimodiere, who is the
7 Eagle Feather News editor.

8 They put together a whole training package
9 for all members of the Saskatoon Police Service that went
10 through this training dealing with colonialism, residential
11 school, white paper, Sixties Scoop, you know, and
12 contemporary issues that are facing Indigenous population
13 in Canada. The whole organization went through that
14 training.

15 That committee still is in effect. It meets
16 once a month. It's a very diverse committee. It has
17 LGBTQ2-spirit people on it, it has seniors, it has new
18 Canadians, and it has Indigenous People. It's a very big
19 diverse community.

20 **MS. ASHLEY SMITH:** Next slide, please? Can
21 you tell us about some of the initiatives regarding the
22 LGBTQ2-spirit community?

23 **RETIRED CHIEF CLIVE WEIGHILL:** We very --
24 worked very closely with the community in Saskatoon. You
25 know, there's always been historic issues with that

1 community and police, in various centres right across
2 Canada. Saskatoon would probably be no exception.

3 We did a big training component for all of
4 our executive staff, Out Saskatoon came and educated our --
5 our staff on what's really happening in the LGBTQ2-spirit
6 community, because things have changed. Like, when I grew
7 up the word queer was very derogatory, well now that's a
8 common place word used in that community. So just even the
9 way you talk to people, the way you move throughout that
10 community is very, very important.

11 Then we took that model -- that module, and
12 every single person within our organization, both sworn and
13 civilian have gone through the same module working with
14 that. And we also, because we happen to have a new
15 headquarter that was just built, we were able to put in the
16 gender-neutral bathroom in there as well too. So anybody
17 that does come to our headquarters can feel very
18 comfortable and very safe.

19 And we also, with that committee, helped us
20 out with our policies, especially with the LGBTQ2-spirit
21 community on arrests, on detention. How we can search
22 people, how we get different things done so that we're not
23 going to be offensive to their situation.

24 **MS. ASHLEY SMITH:** We're running short on
25 time, so I think we may move forward. If we could just

1 move two slides, please?

2 **RETIRED CHIEF CLIVE WEIGHILL:** Sure.

3 **MS. ASHLEY SMITH:** Can you describe some of
4 the training being provided in Saskatchewan regarding the
5 truth and reconciliation recommendations?

6 **RETIRED CHIEF CLIVE WEIGHILL:** Yes. I think
7 every municipal service in Saskatchewan, I'm sure the RCMP
8 did it, we've all written up our responses to the calls to
9 action. Regina Police Service has just completed a full
10 training module for all their staff on -- it's right from
11 the creator right until now. Teaching all their officers
12 and their civilian staff the history of Indigenous
13 relations here in Canada and the calls to action of what
14 the TRC is all about and what the Regina Police Service
15 intends to do with that.

16 **MS. ASHLEY SMITH:** Next slide, please? Can
17 you tell us about some of the initiatives and recruitment
18 strategies utilized to improve the number of Indigenous
19 members among police services in Saskatchewan?

20 **RETIRED CHIEF CLIVE WEIGHILL:** Regina and
21 Saskatoon both have full-time Indigenous recruiting
22 officers. They attend all kinds of different initiatives.
23 As with the RCMP, as I spoke earlier on, one of the best
24 ways of recruiting is through our members. People see and
25 judge an organization by how they are treated, and that's

1 how you're going to start to get good people into your
2 organization. And you know, it's very funny, you know, you
3 can -- well I won't say it's funny, but strange, we want to
4 hire more Indigenous People and really good role models,
5 and we'd like them to work as school resource officers, so
6 they can be out and the children can see as a role model,
7 you can see an Indigenous office. But when you talk to the
8 Indigenous officer, a lot of them say, "Chief, I don't want
9 to do that. I want to be a police officer. I don't want
10 to be a school resource office."

11 So even when we hire Indigenous officers,
12 you don't want to just plug them in those kind of roles
13 where they're just going into the schools and -- they want
14 to be police officers as well too. So we have to kind of
15 work, even within the organization when you're hiring
16 Indigenous officers.

17 **MS. ASHLEY SMITH:** Can you explain briefly,
18 the Aboriginal Police Preparation Program?

19 **RETIRED CHIEF CLIVE WEIGHILL:** Yes. That
20 was started -- in fact Jim Pratt is here, and Marlene
21 Dormuth, former members from the Regina Police Service.
22 And it's a police preparation program for Aboriginal
23 People. It's held in three campuses now in Saskatchewan,
24 through Saskatchewan Polytechnic, there's a class in
25 Regina, a class in Saskatoon, and a class in Prince Albert.

1 they equalled our funding. When the Province heard about
2 that they threw in another third for the funding to get
3 this off the ground.

4 We held several public consultations with
5 Indigenous families of missing or murdered women. We -- in
6 our headquarters we have a nice -- a community room. We
7 could call people in. The first phase was let's discuss
8 what would be fitting that would be honouring missing or
9 murdered Indigenous women. So we got the input from the
10 group on that.

11 Then we put out proposals for people to give
12 us their maquette and their small ideas on what they think
13 it should be from the artists. Then we had the group come
14 back together again of different people from the community,
15 and victims, like I say of murdered and missing families.
16 They -- and they picked what the statue was going to be.

17 And you know, we had some really nice
18 statues, but they were very, very hard to figure out. Our
19 artists are really good, but if they don't tell you what it
20 really means, you can't figure it out. And you'll see from
21 this statue here it's very, very easy to figure out.
22 There's -- nobody needs to explain what this memorial is
23 here.

24 **MS. ASHLEY SMITH:** And I understand you
25 brought a brief video about the monument for us to watch?

1 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

2 **MS. ASHLEY SMITH:** If we could please move
3 to the next slide and if you could please play the video?

4 **--- VIDEO PRESENTATION**

5
6 ...

7 **RETIRED CHIEF CLIVE WEIGHILL:** If I can just
8 add, the reason for the monument was to have a place to
9 start awareness marches and awareness marches for people to
10 gather or for someone just to reflect. I mean, if you go
11 to Europe, you'll find, you know, cemeteries where people
12 can go and reflect with people that have -- veterans that
13 have passed away during the wars, and that was the idea of
14 this as well too. So, it's just a place where people can
15 come. There's a bench there, you can sit, you can reflect,
16 and it has worked wonderfully for us to start our awareness
17 marches and have our things that happen in Saskatoon on
18 behalf of missing and murdered Indigenous women.

19 **MS. ASHLEY SMITH:** Okay. Lastly, Chief
20 Weighill, I understand you have some recommendations for
21 the Commission, and I'm going to give you an opportunity to
22 discuss those. If we could move to the next slide, please?

23 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, I have
24 four recommendations, and I've tried to not just make it
25 for the police because I believe there's more involved in

1 missing and murdered Indigenous women than just the police.
2 So, the first one is in regard to universal programs need
3 to be implemented allowing the police and the courts to
4 divert youth. I won't read the whole recommendation, but
5 the idea behind that is, you know, we're talking about high
6 incarceration rates, abysmally high incarceration rates
7 unfortunately for Indigenous people right across Canada,
8 specifically in the prairie provinces. One of the
9 contributing factors to that is youth crime and how youth
10 are being treated.

11 People complain about the *Youth Criminal*
12 *Justice Act*. They say it doesn't have a lot of teeth, it
13 doesn't work. I would say the reverse is true. The *Youth*
14 *Criminal Justice Act* is a solid piece of legislation. It
15 allows the police to divert youth away from the criminal
16 justice system. You can use unofficial warnings, you can
17 use official warnings, you can do a pre-charge diversion,
18 post-charge diversion, all kinds of things to keep youth
19 out of the criminal justice system. The unfortunate thing
20 is there's no place to divert the youth to, and everything
21 keeps falling back to the criminal justice system, so I'm
22 going to give you a little story here.

23 A courtroom in Saskatoon, the judge is --
24 are releasing a young offender, 15 years old, and his
25 conditions are stay away from the gang. And, the young man

1 says to the judge, "Well, I'm going to hang around with the
2 gang. That's my life." The judge says, "No, you don't
3 understand this. This is a condition of your release. If
4 you hang around with the gang, we're going to breach you."
5 And, the young man says, "Well, I'm going to hang around
6 with the gang because that's my life."

7 So, the judge puts a whole bunch of more
8 conditions on him knowing full well that probably by the
9 weekend we're going to arrest that young man, because he's
10 never going to follow all of those conditions and we're
11 going to breach him. Now, we're going to put him in a
12 youth centre. Now, he's 15 years old, and he's going to be
13 put in a youth centre with eight guys that are 18 years old
14 that are in the gangs and have already turned, and probably
15 would never come back for many years. What's that young
16 man going to end up like being put in that youth centre?

17 To me, this is completely lunacy how we keep
18 doing this in the system. We keep using the criminal
19 justice system to fix the problems. The criminal justice
20 system cannot fix the problems of that youth. They need
21 programming, and they need addiction centres, they need
22 some place to go. So, we've got a great Act that allows
23 the police and the courts to divert the youth away from the
24 criminal justice system, but there's no infrastructure
25 around that. So, that's my first recommendation.

1 The second one is, and I've said this when I
2 met Commissioner Audette when we talked about the upcoming
3 Inquiry, whether there was going to be one or not. As the
4 Canadian Association of Chiefs of Police and police leaders
5 here, we wanted stuff to start right away, not just wait
6 for the Inquiry, and then people will say, "Well, let's
7 just wait till the Inquiry's over and see what happens with
8 the recommendations." And, gosh, what's happened? It's
9 been four years now, and people are still saying, "Let's
10 see what happens after the Inquiry."

11 We want the federal government to take the
12 leadership, bring together municipal governments, First
13 Nations leadership, First Nations people with lived
14 experience, and start building a framework for some of
15 these root causes that are happening. So, we're asking the
16 federal government to move ahead with that.

17 If I could have the slide up again, because
18 I can't see my other two recommendations? Thank you. You
19 lose track when you're up here in front of the cameras.
20 Funding for the federal government on infrastructure. The
21 federal government spends a lot of money on-reserve,
22 justifiably so, for First Nations, but they give very, very
23 little money for First Nations people living in urban
24 areas.

25 You know, we heard figures here of up to 60

1 percent of Indigenous people living in urban centres now.
2 They're not living on a First Nation. Yet, there's very
3 little funding that comes along, so we're asking for the
4 federal government to start to look at urbanization and
5 funding.

6 And then the very last one, I think it's
7 common sense. We've talked about this here, and you can
8 see from what we've been doing in Saskatchewan and most
9 police services now across Canada, there certainly has to
10 be a huge educational component on the history, the
11 spirituality, what's happened to the Indigenous people
12 right across Canada. Every police officer should be very,
13 very fluent in what's happened with residential schools,
14 what's happened with colonization, The White Paper back in
15 the 70's, the Sixties Scoop, and contemporary issues and
16 downfalls that are happening right now in our Indigenous
17 community. Every police officer in Canada should be able
18 to just tell you that right off the top of their head.

19 Thank you very much. I'm sorry to the
20 interpreters, I'm sorry for everybody here that I talk very
21 quickly, but we have 45 minutes, and there's tabs here we
22 didn't even get to, and there you go.

23 **MS. ASHLEY SMITH:** Chief Commissioner, that
24 concludes the questions for Chief Weighill. Would now be
25 an appropriate time to enter the tabs at this point?

1 **CHIEF COMMISSIONER MARION BULLER:** One
2 question first, are we scheduled for a break now?

3 **MS. MEREDITH PORTER:** I was going to suggest
4 that we do take a 10-minute break now with, of course, your
5 direction on that for a couple of reasons. We need to
6 readjust our seating arrangement for the next witnesses
7 that we intend to call. The other thing is that several
8 parties have still not drawn their numbers for the cross-
9 examination of the witnesses, so I've been asked to request
10 that parties attend the Oak Room on the break and draw
11 their numbers.

12 At that time, we're also asking that the
13 parties who have drawn their numbers report their numbers.
14 We're also asking that if there's any intent to pool your
15 time or assign your time that you notify any of my
16 colleagues that are down there in the Oak Room at this time
17 of your intent to do so. So, with that, I will leave it to
18 your direction on a break and how long you would like to
19 take.

20 **CHIEF COMMISSIONER MARION BULLER:** Yes.
21 We'll take a 10-minute break, and we'll keep the record
22 running during the break long enough to mark all of the
23 tabs as an exhibit. And, I think just the three of us can
24 meet with the Registrar; okay? So, 10 minutes, please.

25 **MS. MEREDITH PORTER:** Okay.

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

2 --- Upon resuming at 9:32 a.m.

3 **CHIEF COMMISSIONER MARION BULLER:** So, for
4 our records, we're starting with the index, Tab 2, will be
5 Exhibit 53, and exhibit numbers to follow.

6 So, at Tab 2, there is CACP and NWAC
7 Announce Collaboration is Exhibit 53.

8 --- Exhibit 53:

9 NWAC Statement "CACP and NWAC Announce
10 Collaboration - Missing and Murdered
11 Aboriginal Women," September 30, 2014 (three
12 pages)

13 Witness: Retired Chief Clive Weighill, Past
14 President, Canadian Association of Chiefs of
15 Police

16 Submitted by Ashley Smith (Counsel for the
17 Canadian Association of Chiefs of Police)

18 **CHIEF COMMISSIONER MARION BULLER:** CACP
19 Statement on RCMP's Missing and Murdered Aboriginal Women,
20 Tab 3, is Exhibit 54.

21 --- Exhibit 54:

22 Canadian Association of Chiefs of Police
23 (CACP) Media release "CACP Statement on
24 RCMP's 'Missing and Murdered Aboriginal
25 Women - 2015 Update to the National

1 Operational Overview' " (four pages)
2 Witness: Retired Chief Clive Weighill, Past
3 President, Canadian Association of Chiefs of
4 Police
5 Submitted by Ashley Smith (Counsel for the
6 Canadian Association of Chiefs of Police)

7 **CHIEF COMMISSIONER MARION BULLER:** At Tab 4,
8 Police Leaders Indigenous Representatives Seek Common
9 Ground on Solutions for Safer Communities, 55.

10 --- Exhibit 55:

11 CACP Media release "Police Leaders /
12 Indigenous Representatives Seek Common
13 Ground on Solutions for Safer Communities"
14 (three pages)

15 Witness: Retired Chief Clive Weighill, Past
16 President, Canadian Association of Chiefs of
17 Police
18 Submitted by Ashley Smith (Counsel for the
19 Canadian Association of Chiefs of Police)

20 **CHIEF COMMISSIONER MARION BULLER:** Tab 5, An
21 Inclusive Dialogue with Indigenous Canadians - Moving
22 Forward from Winnipeg is 56.

23 --- Exhibit 56:

24 CACP article "An Inclusive Dialogue with
25 Indigenous Canadians: Moving forward from

1 Winnipeg," by Norm Taylor, *CACP Bulletin*,
2 Summer 2016, pp. 8-9

3 Witness: Retired Chief Clive Weighill, Past
4 President, Canadian Association of Chiefs of
5 Police

6 Submitted by Ashley Smith (Counsel for the
7 Canadian Association of Chiefs of Police)

8 **CHIEF COMMISSIONER MARION BULLER:** At Tab 6,
9 Policing with First Nations, Métis and Inuit Peoples
10 Committee is Exhibit 57.

11 --- Exhibit 57:

12 CACP webpage printout "Policing with First
13 Nations, Metis and Inuit Peoples Committee"
14 (one page)

15 Witness: Retired Chief Clive Weighill, Past
16 President, Canadian Association of Chiefs of
17 Police

18 Submitted by Ashley Smith (Counsel for the
19 Canadian Association of Chiefs of Police)

20 **CHIEF COMMISSIONER MARION BULLER:** At Tab 7,
21 Saskatchewan Missing Persons Website is Exhibit 58.

22 --- Exhibit 58:

23 Printout of "Saskatchewan Missing Persons"
24 from Saskatchewan Association of Chiefs of
25 Police web-page (three pages)

1 Witness: Retired Chief Clive Weighill, Past
2 President, Canadian Association of Chiefs of
3 Police

4 Submitted by Ashley Smith (Counsel for the
5 Canadian Association of Chiefs of Police)

6 **REGISTRAR BRYAN ZANDBERG:** I just want to
7 confirm that the interpreter has the document?

8 **CHIEF COMMISSIONER MARION BULLER:** I think
9 we're good.

10 **REGISTRAR BRYAN ZANDBERG:** I can't see you,
11 but is that a yes? Okay.

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

13 Then at Tab 8, Family Toolkit - Information for Families of
14 Missing Persons, Exhibit 59.

15 --- Exhibit 59:

16 Family Toolkit: Information for Families of
17 Missing Persons (76 pages)

18 Witness: Retired Chief Clive Weighill, Past
19 President, Canadian Association of Chiefs of
20 Police

21 Submitted by Ashley Smith (Counsel for the
22 Canadian Association of Chiefs of Police)

23 **CHIEF COMMISSIONER MARION BULLER:** At Tab 9,
24 Supporting Families of Missing Persons - A Guide for
25 Police-Based Victim Services and Support Workers, 60.

1 --- Exhibit 60:

2 Victim Services "Supporting Families of
3 Missing Persons: A Guide for Police-based
4 Victims Services Support Workers" (146
5 pages)

6 Witness: Retired Chief Clive Weighill, Past
7 President, Canadian Association of Chiefs of
8 Police

9 Submitted by Ashley Smith (Counsel for the
10 Canadian Association of Chiefs of Police)

11 **CHIEF COMMISSIONER MARION BULLER:** At Tab
12 10, Agency Response to Missing Persons Situated in
13 Saskatchewan, Exhibit 61.

14 --- Exhibit 61:

15 Agency Response Guide to Missing Person
16 Situations in Saskatchewan, Saskatchewan
17 Provincial Partnership Committee on Missing
18 Persons, March 3, 2014 (23 pages)

19 Witness: Retired Chief Clive Weighill, Past
20 President, Canadian Association of Chiefs of
21 Police

22 Submitted by Ashley Smith (Counsel for the
23 Canadian Association of Chiefs of Police)

24 **CHIEF COMMISSIONER MARION BULLER:** SPS

25 Missing Persons Report - 6 April 2018 at Tab 11 is Exhibit

1 62.

2 --- Exhibit 62:

3 "Missing Persons Reporting September 30, 2017
4 - April 1, 2018," Saskatoon Police Service
5 report to the Board of Police
6 Commissioners, dated April 6, 2018
7 (five pages)

8 Witness: Retired Chief Clive Weighill, Past
9 President, Canadian Association of Chiefs of
10 Police

11 Submitted by Ashley Smith (Counsel for the
12 Canadian Association of Chiefs of Police)

13 **CHIEF COMMISSIONER MARION BULLER:** At Tab 12

14 ---

15 **REGISTRAR BRYAN ZANDBERG:** One second here.
16 We're at Tab 11? I think I have something different. SPS
17 -- that's the one you were looking at? Okay.

18 **CHIEF COMMISSIONER MARION BULLER:** 11 was
19 62.

20 **REGISTRAR BRYAN ZANDBERG:** Okay, thank you.

21 **CHIEF COMMISSIONER MARION BULLER:** At Tab
22 12, Saskatoon Police Pilot Program Looks to Find Causes of
23 Youth Runaway, Exhibit 63.

24 --- Exhibit 63:

25 Two news articles 1) "Saskatoon police pilot

1 program looks to find root causes of youth
2 runaways" and 2) "Operation Runaway Still in
3 Business" (three pages combined)

4 Witness: Retired Chief Clive Weighill, Past
5 President, Canadian Association of Chiefs of
6 Police

7 Submitted by Ashley Smith (Counsel for the
8 Canadian Association of Chiefs of Police)

9 **MS. ASHLEY SMITH:** Commissioner, there's
10 also another, a CJWW article included with that tab called
11 Operation Runaway Still in Business.

12 **CHIEF COMMISSIONER MARION BULLER:** Oh, I see
13 that. Yes, thank you. So, those two documents
14 collectively are Exhibit 63. Thank you.

15 At Tab 13, the document entitled HUB is
16 Exhibit 64.

17 --- Exhibit 64:

18 Canadian Police College discussion paper
19 "The Prince Albert Hub and the Emergence of
20 Collaborative Risk-driven Community Safety"
21 by Dale R. McFee and Norman E. Taylor, 2014
22 (18 pages)

23 Witness: Retired Chief Clive Weighill, Past
24 President, Canadian Association of Chiefs of
25 Police

1 Submitted by Ashley Smith (Counsel for the
2 Canadian Association of Chiefs of Police)

3 **REGISTRAR BRYAN ZANDBERG:** So, just to be
4 clear, 64 is this?

5 **MS. ASHLEY SMITH:** Yes. I can give the
6 description if you'd like. It's an article regarding the
7 HUB program called the Prince Albert HUB and the Emergency
8 of Collaborative Risk-Driven Community Safety.

9 **REGISTRAR BRYAN ZANDBERG:** Thank you.

10 **CHIEF COMMISSIONER MARION BULLER:** At Tab
11 14, Police and Crisis Team (PACT) is Exhibit 65.

12 --- Exhibit 65:

13 Regina Police Service Report to the Board of
14 Police Commissioners re: "2016 Police and
15 Crisis Team (PACT) - A partnership between
16 the Regina Police Service and the Regina
17 Qu'Appelle Health Region's Mental Health
18 Service" dated June 28, 2017; Regina Police
19 Service PACT website printout; Saskatoon
20 Police Service PACT website printout (seven
21 pages combined)

22 Witness: Retired Chief Clive Weighill, Past
23 President, Canadian Association of Chiefs of
24 Police

25 Submitted by Ashley Smith (Counsel for the

1 Canadian Association of Chiefs of Police)

2 **MS. ASHLEY SMITH:** Commissioner, there is an
3 RPS PACT report and RPS website printout, and an SPS
4 website printout regarding the SPS PACT team all inclusive
5 in that tab.

6 **CHIEF COMMISSIONER MARION BULLER:** Okay.
7 Collectively, the documents at Tab 14 are Exhibit 65. And,
8 at Tab 15, Strengthening Families Saskatoon, including
9 Strengthen Families Brochure, information on Strengthening
10 Families logo, and the Strengthening Families Program
11 Report is Exhibit 66.

12 --- Exhibit 66:

13 Strengthening Families Program materials and
14 Saskatoon Police Service report to Board of
15 Police Commissioners, "Strengthening
16 Families Program", dated February 20, 2018
17 (six pages combined)

18 Witness: Retired Chief Clive Weighill, Past
19 President, Canadian Association of Chiefs of
20 Police

21 Submitted by Ashley Smith (Counsel for the
22 Canadian Association of Chiefs of Police)

23

24 **CHIEF COMMISSIONER MARION BULLER:** Then at
25 Tab 16, the Regina Intersectoral Partnership (TRIP) is

1 Exhibit 67.

2 --- Exhibit 67:

3 The Regina Intersectoral Partnership (TRiP)
4 materials (34 pages)

5 Witness: Retired Chief Clive Weighill, Past
6 President, Canadian Association of Chiefs of
7 Police

8 Submitted by Ashley Smith (Counsel for the
9 Canadian Association of Chiefs of Police)

10 **CHIEF COMMISSIONER MARION BULLER:** At Tab 17

11 -- are you okay, Bryan? Tab 17, Cultural Resource/
12 Relations Units, Regina Police Services and Saskatoon
13 Police Services, Exhibit 68.

14 --- Exhibit 68:

15 Saskatoon Police Service "Cultural Resource
16 Unit" webpage printout and Regina Police
17 Service " Cultural & Community Diversity
18 Unit" webpage printout (two pages combined)

19 Witness: Retired Chief Clive Weighill, Past
20 President, Canadian Association of Chiefs of
21 Police

22 Submitted by Ashley Smith (Counsel for the
23 Canadian Association of Chiefs of Police)

24 **CHIEF COMMISSIONER MARION BULLER:** At Tab

25 18, Peacekeeper Cadet Program and Treaty 4 Citizens Policy

1 Academy, 69.

2 --- Exhibit 69:

3 Saskatoon Police Service "Peacekeeper Cadet
4 Program" webpage printout and Regina Police
5 Service "Treaty 4 Citizens' Police Academy"
6 webpage printout (five pages combined)
7 Witness: Retired Chief Clive Weighill, Past
8 President, Canadian Association of Chiefs of
9 Police

10 Submitted by Ashley Smith (Counsel for the
11 Canadian Association of Chiefs of Police)

12 **CHIEF COMMISSIONER MARION BULLER:** At Tab
13 19, Advisory Committees including Chiefs' Advisory
14 Committee, Youth Advisory Committee, Indigenous Women's
15 Commission to Advise PA Police. Exhibit 70.

16 --- Exhibit 70:

17 Saskatoon Police Service "Chief's Advisory
18 Committee" webpage printout; Saskatoon
19 Police Service "Youth Advisory Committee"
20 webpage printout and *EagleFeather News*
21 article, "Indigenous Women's Commission to
22 advise P.A. Police", dated August 24, 2017
23 (five pages combined)

24 Witness: Retired Chief Clive Weighill, Past
25 President, Canadian Association of Chiefs of

1 Police
2 Submitted by Ashley Smith (Counsel for the
3 Canadian Association of Chiefs of Police)

4 **CHIEF COMMISSIONER MARION BULLER:** At Tab
5 20, Diversity Initiatives, including the document Saskatoon
6 Police Advisory Committee on Diversity (SPACOD) and
7 LGBTQ2S, 71.

8 --- Exhibit 71:

9 Saskatoon Police Service "LGBTQ2S" webpage
10 printout (two pages)

11 Witness: Clive Weighill

12 **CHIEF COMMISSIONER MARION BULLER:** At Tab
13 21, Walks for Healing including the documents Race Against
14 Racism and Police Walk a Mile in Red Heels for MMIW. Oh,
15 my goodness. I love it. That is so cool. And, including
16 the document Prince Albert Commemorates Missing and
17 Murdered Indigenous Men and Women. So, there are three at
18 that tab collectively as Exhibit 72.

19 --- Exhibit 72:

20 Saskatoon Police Service "Race Against
21 Racism" webpage printout; *Saskatoon Star*
22 *Phoenix* article, "Police walk a mile in red
23 heels for MMIW", dated August 23, 2016 and
24 *paNOW* article "Prince Albert commemorates
25 missing and murdered Indigenous men and

1 women", dated June 14, 2018 (five pages
2 combined)

3 Witness: Retired Chief Clive Weighill, Past
4 President, Canadian Association of Chiefs of
5 Police

6 Submitted by Ashley Smith (Counsel for the
7 Canadian Association of Chiefs of Police)

8 **CHIEF COMMISSIONER MARION BULLER:** Tab 22,
9 document entitled Interpreter Program is Exhibit 73.

10 --- Exhibit 73:

11 Saskatoon Police Service "Interpreter
12 Program" webpage printout (one page)

13 Witness: Retired Chief Clive Weighill, Past
14 President, Canadian Association of Chiefs of
15 Police

16 Submitted by Ashley Smith (Counsel for the
17 Canadian Association of Chiefs of Police)

18 **CHIEF COMMISSIONER MARION BULLER:** Documents
19 at Tab 23, Indigenous Relations and Elders' Teachings
20 including Indigenous Relations Consultant, Elders'
21 Teachings, Educational Workshops, Boys with Braids, Elder
22 Teaches Important Lessons to PA Police, and Indigenous and
23 Métis, collectively Exhibit 74.

24 --- Exhibit 74:

25 Saskatoon Police Service "Indigenous

1 Relations Consultant" webpage printout;
2 Saskatoon Police Service poster "Elder's
3 Teachings"; Saskatoon Police Services poster
4 "Boys with Braids"; paNOW article "Elder
5 teaches important lessons to P.A. Police",
6 dated June 16, 2017; Saskatoon Police
7 Service "Indigenous and Metis" webpage
8 printout (six pages combined) Witness:
9 Retired Chief Clive Weighill, Past
10 President, Canadian Association of Chiefs of
11 Police

12 Submitted by Ashley Smith (Counsel for the
13 Canadian Association of Chiefs of Police)

14 **CHIEF COMMISSIONER MARION BULLER:** At Tab
15 24, Representative Workforce Initiatives including
16 Representative Workforce at the Saskatoon Police Service
17 Report, Saskatoon Police Making Progress on Recruitment
18 Efforts Tribal Council, Employment Equity Plan 2016,
19 collectively Exhibit 75.

20 --- Exhibit 75:

21 Saskatoon Police Service report to the Board
22 of Police Commissioners "Representative
23 Workforce at the Saskatoon Police Service"
24 dated March 5, 2018; Saskatoon *StarPhoenix*
25 article "Saskatoon police making progress on

1 recruitment efforts: Tribal Council", dated
2 March 14, 2018 and Regina Police Service
3 Report to the Board of Police Commissioners
4 "Employment Equity Plan 2016 - Annual
5 Report", dated June 28, 2017 (44 pages
6 combined)

7 Witness: Retired Chief Clive Weighill, Past
8 President, Canadian Association of Chiefs of
9 Police

10 Submitted by Ashley Smith (Counsel for the
11 Canadian Association of Chiefs of Police)

12 **CHIEF COMMISSIONER MARION BULLER:** And then
13 at Tab 25, Saskatoon Police Service Monument to Missing and
14 Murdered Indigenous Women Unveiling, which includes the
15 following documents: Missing and Murdered Indigenous Women
16 Unveiled at Emotional Ceremony; Emotional Ceremony in
17 Saskatoon Honours Missing and Murdered Indigenous Women;
18 Monument to MMIW Unveiled at Saskatoon Police Headquarters;
19 Statue Will Be Place of Calm, Mother of Murdered Indigenous
20 Woman Says; Statue Honouring Missing and Murdered
21 Indigenous Women Unveiled in Saskatoon; collectively will
22 be Exhibit 76.

23 Is that okay; got everything?

24 **MR. BRYAN ZANDBERG:** I don't know.

25 --- **EXHIBIT NO. 76:**

1 Series of five news articles 1) "Monument to
2 missing and murdered Indigenous women
3 unveiled at emotional ceremony," Saskatoon
4 StarPhoenix, dated May 5, 2017; 2)
5 "Emotional ceremony in Saskatoon honours
6 missing and murdered Indigenous women,"
7 Global News, dated May 5, 2017; 3) "Monument
8 to MMIW unveiled at Saskatoon Police
9 headquarters" EagleFeatherNews, dated May 8,
10 2017; 4) "Statue will be 'place of calm,'
11 mother of murdered Indigenous woman says"
12 CTV Saskatoon, dated May 5, 2017; 5) "Statue
13 honouring missing and murdered Indigenous
14 women unveiled in Saskatoon" CBC News, dated
15 May 5, 2017 (14 pages combined)

16 Witness: Retired Chief Clive Weighill, Past
17 President, Canadian Association of Chiefs of
18 Police

19 Submitted by Ashley Smith (Counsel for the
20 Canadian Association of Chiefs of Police)

21 **MS. ASHLEY SMITH:** Are we able to enter
22 Chief Weighill's PowerPoint as the last exhibit?

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

24 Thank you. Forgot about that.

25 The PowerPoint will be Exhibit 77.

1 --- EXHIBIT NO. 77:

2 PPT of Retired Chief Clive Weighill

3 Witness: Retired Chief Clive Weighill,
4 Past President, Canadian Association of
5 Chiefs of Police

6 Submitted by Ashley Smith (Counsel for
7 the Canadian Association of Chiefs of
8 Police)

9 MR. BRYAN ZANDBERG: Impeccable binder-
10 making skills.

11 CHIEF COMMISSIONER MARION BULLER: Well
12 done.

13 MS. ASHLEY SMITH: I apologize for the
14 amount of exhibits.

15 CHIEF COMMISSIONER MARION BULLER: No.

16 MS. ASHLEY SMITH: I appreciate you taking
17 into your break.

18 CHIEF COMMISSIONER MARION BULLER: We can do
19 this.

20 MS. ASHLEY SMITH: Thank you.

21 CHIEF COMMISSIONER MARION BULLER: We're
22 flexible.

23 --- Upon recessing at 9:43 a.m.

24 --- Upon resuming at 9:47 a.m.

25 MS. MEREDITH PORTER: Please, if you have

1 not already done so, the testimony will be in French so if
2 you do need a headset, they're available at the back room.

3 (SHORT PAUSE)

4 **MS. MEREDITH PORTER:** And so I will ask the
5 Registrar to affirm the witness.

6 **MR. BRYAN ZANDBERG:** Good morning, Jean
7 Vicaire.

8 **M. VICAIRE:** Oui.

9 **MR. BRYAN ZANDBERG:** Do you solemnly affirm
10 that the evidence you give today will be the truth, the
11 whole truth, and nothing but the truth?

12 **MR. JEAN VICAIRE:** I do.

13 **JEAN VICAIRE, Affirmed:**

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

15 **MS. MEREDITH PORTER:** Thank you very much.
16 And I'll ask you to set the clock.

17 And Mr. Jacob, please proceed. Thank you.

18 **MR. BERNARD JACOB:** Thank you.

19 Good morning, Mr. and Mrs. Commissioners.
20 It's a pleasure to be with you this morning. Je vais
21 interroger ce matin M. Jean Vicaire.

22 **--- INTERROGATOIRE-EN-CHEF PAR Me BERNARD JACOB:**

23 **Me BERNARD JACOB :** Alors, M. Vicaire, qui
24 êtes-vous? Que faites-vous dans la vie?

25 **M. JEAN VICAIRE :** Premièrement, j'aimerais

1 reconnaître les gens du territoire du traité 4 et les
2 Métis, la nation Métis également, l'accueil ici, sur leur
3 territoire.

4 Je suis originaire de Listuguj, en Gaspésie,
5 la communauté Micmac, où j'ai passé une bonne partie de ma
6 jeunesse et j'ai quitté vers l'âge de 23 ans pour débiter
7 une carrière plus vers une autre communauté, mais j'avais
8 débuté ma carrière dans ma communauté natale.

9 **Me BERNARD JACOB:** Donc, vous avez commencé
10 par être un policier d'une force amérindienne, c'est bien
11 cela?

12 **M. JEAN VICAIRE :** J'ai débuté ma carrière en
13 1982, précisément en février, où j'ai œuvré dans ma
14 communauté de Listuguj, qui s'appelle à l'époque
15 Restigouche. J'ai œuvré pendant trois ans comme policier
16 et enquêteur. Par la suite, j'ai été promu pour être
17 formateur au sein du Service de la police amérindienne pour
18 travailler à Pointe-Bleue à l'époque, maintenant connue
19 sous le nom de Mashteuiatsh, où j'ai œuvré pendant quatre
20 ans à développer la formation policière, des policiers et
21 policières, pour les communautés qui regroupaient une
22 organisation policière. À cette époque, particulièrement au
23 Québec, il y avait une vingtaine de communautés qui étaient
24 regroupées à l'intérieur de cette organisation-là. Par la
25 suite...

1 **Me BERNARD JACOB:** Juste un élément : combien
2 de communautés... une quarantaine de communautés, vous dites?

3 **M. JEAN VICAIRE :** Non, je dirais à l'époque
4 qu'il y avait une vingtaine de communautés regroupées au
5 Québec.

6 **Me BERNARD JACOB:** Et je comprends que le
7 siège social était au Lac-Saint-Jean?

8 **M. JEAN VICAIRE :** Le siège social était
9 situé à Pointe-Bleue, comme on l'appelait à l'époque, mais
10 Mashteuiatsh aujourd'hui, où on avait le grand quartier
11 général qui servait de bureau administratif et opérationnel
12 pour diriger l'ensemble des activités policières sur les
13 territoires qui étaient desservis par l'organisation
14 policière.

15 **Me BERNARD JACOB:** Où se situaient les
16 territoires par rapport... est-ce que c'était situé
17 uniquement dans l'Est? Où étaient situées les communautés
18 qui étaient desservies par ce service?

19 **M. JEAN VICAIRE :** C'était particulièrement
20 chez les Micmacs, je vous dirais, à l'exception des Inuits,
21 des Cris et des Naskapis. Les Abénakis faisaient partie de
22 cette organisation, les Hurons-Wendat, les Micmacs de
23 Listuguj et de Gesgapegiag. Il y avait les communautés
24 algonquines Anishinaabe qui faisaient partie également... il
25 y avait les Innus, autant du Saguenay que de la Côte-Nord

1 et de la Basse-Côte-Nord. À ma souvenance, ce sont ceux...
2 j'espère ne pas en avoir oublié.

3 **Me BERNARD JACOB:** C'était financé comment,
4 savez-vous?

5 **M. JEAN VICAIRE :** C'était financé, à ma
6 connaissance, à l'époque, uniquement et seulement par le
7 biais des Affaires indiennes fédérales.

8 **Me BERNARD JACOB:** Pourquoi ce type
9 d'organisation panprovinciale a disparu?

10 **M. JEAN VICAIRE :** À ma souvenance, à
11 l'époque, il y avait l'entrée de disponibilité au niveau de
12 la création du programme des corps policiers, des services
13 policiers du fédéral qui venait à la même époque, dans les
14 années 1991 et 1993 où certaines communautés voulaient se
15 prévaloir d'un corps de police avec une pleine et entière
16 autonomie ou autogéré, si on veut.

17 Et certains se sont fusionnés par eux-mêmes
18 via des ententes tripartites avec le gouvernement fédéral
19 et provincial et à l'époque, c'était avec le Solliciteur
20 général du Canada et par le biais du Ministère de la
21 Sécurité publique du Québec.

22 **Me BERNARD JACOB:** Après avoir œuvré dans ce
23 corps de police là, quelles ont été vos fonctions?

24 **M. JEAN VICAIRE :** Moi, j'ai quitté en 1989
25 et j'ai poursuivi une carrière comme constable spécial pour

1 le service de protection d'Hydro-Québec. Mon rôle était
2 principalement de protéger toutes les installations
3 hydroélectriques, les installations d'immeubles, d'accès à
4 tous les barrages hydroélectriques également et toutes les
5 installations qui pouvaient y avoir.

6 J'ai fait ça pendant deux ans ; ça m'a
7 permis de connaître la baie James, un endroit que je ne
8 connaissais pas, pour y avoir été à quelques reprises lors
9 de mon mandat pour eux. J'ai travaillé deux ans.

10 Par la suite, j'ai été engagé en
11 novembre 1991 au sein de la Sûreté du Québec, où ma
12 première affectation a été au poste d'Amos, en Abitibi, tout
13 près de Pikogan. J'ai travaillé à cet endroit de 1991
14 jusqu'en avril 1996. Durant cette période, on m'avait
15 assigné, vers la fin de mon passage à Amos, une mission
16 honorable, que je dis, parce que c'était de développer le
17 corps de police de Pikogan, qui voulait justement, comme je
18 vous ai parlé auparavant, développer son corps de police
19 autonome, autogéré. Et j'ai été sélectionné pour faire
20 partie de ce développement par le biais de l'acceptation non
21 seulement de la Sûreté, mais également de la communauté
22 d'Abitibiwinni.

23 Je termine à cet endroit-là en 1996 ; je
24 poursuis même, je suis... à ma demande, je suis transféré à
25 Ville-Marie, à peu près à 35 kilomètres d'où je demeurais à

1 cette époque-là et où je demeure encore aujourd'hui, dans
2 la Première Nation de Témiscamingue. Et puis je poursuis
3 quand même le travail, même à distance, pour me rendre
4 régulièrement, jusqu'à concurrence de deux jours par
5 semaine pour le développement du corps de police de
6 Pikogan.

7 Durant la même période, je travaille à
8 Ville-Marie, je suis également patrouilleur. Il y a un
9 poste qui ouvre à Matapédia, qui est tout près de
10 Restigouche, de ma communauté natale. Alors, je fais
11 application, je suis agent à ce moment-là et je veux
12 devenir... on a toujours le goût d'augmenter dans notre
13 carrière policière vers des échelons d'avancement. Et à
14 cette époque-là, il y avait le grade de caporal. J'ai
15 appliqué pour devenir un agent de liaison au poste de
16 Matapédia, mais pour travailler conjointement à créer et
17 maintenir des liens avec la communauté, ma communauté
18 natale de Lestuguj, de Gesgapegiag et les Malécites de
19 Viger, tout près de Cacouna et également les gens de
20 Gespeg.

21 J'ai travaillé là de 1998 à 1999, où ça a
22 été, je dirais, un grand défi parce qu'à l'époque, il y
23 avait eu une perturbation au niveau d'un conflit forestier
24 avec la communauté puis j'ai eu à maintenir des relations
25 autant avec le corps policier que les élus à l'époque et

1 les différentes personnes de la communauté pour les
2 rassurer, au niveau de ce qui se passait, au niveau d'une
3 intervention possible, pour justement éviter qu'il y en ait
4 une, parce qu'on avait déjà connu une intervention massive
5 en 1981, où la Sûreté était intervenue pour la situation de
6 la pêche traditionnelle par les Micmacs au niveau du
7 saumon. Alors, c'était encore très frais et c'est encore
8 très frais dans la mémoire des gens aujourd'hui à Lestuguj.

9 Durant la même période, mon travail
10 consistait à maintenir des liens, à créer des liens, à
11 rencontrer des gens, à supporter au besoin les corps de
12 police avec mon expérience antérieure d'avoir été formateur
13 et tout ça. C'était d'établir des relations de proximité
14 avec les gens, autant de la communauté qu'avoisinant la
15 communauté.

16 Mon rôle était aussi de sensibiliser, dans
17 le meilleur de la capacité, l'état de situation de
18 l'historique de l'endroit, au niveau de Lestuguj, de
19 Gesgapegiag, des événements qui étaient survenus dans le
20 passé pour mieux préparer les policiers et policières qui
21 allaient œuvrer pour la Sûreté du Québec à ces endroits-là.

22 Durant la même période, j'ai eu une demande
23 particulière du chef John Martin, à l'époque ; je ne peux
24 pas me rappeler si c'est en 1998 vers la fin ou en 1999,
25 mais je sais que j'ai eu la demande. Ce qu'il voulait,

1 c'était que je puisse faire des démarches pour permettre
2 une rencontre entre la Sûreté du Québec et la famille d'une
3 personne au nom de Linda Conlow, qui était victime d'une
4 mort suspecte. C'est arrivé en 1988, j'arrive en 1998,
5 alors il y a déjà dix ans.

6 **Me BERNARD JACOB** : Qu'est-ce qu'il voulait,
7 exactement, le chef Martin?

8 **M. JEAN VICAIRE** : Le chef Martin, à
9 l'époque, voulait qu'on puisse informer la famille des
10 circonstances entourant le décès de leur mère, au niveau de
11 la famille.

12 Alors, mon rôle, à ce moment-là, c'était de
13 savoir, premièrement... parce que ce n'était pas un dossier
14 connu pour moi, parce que j'arrivais dans ces fonctions-là,
15 mais c'est de savoir qui avait fait l'enquête... L'enquête,
16 comme vous le savez, était toujours ouverte, parce que ce
17 n'est jamais fermé. La personne avait été retrouvée
18 assassinée le long d'une route et les explications n'ont
19 jamais été, selon ce que le chef John Martin avait
20 expliqué, la famille n'avait jamais été consultée, d'aucune
21 façon.

22 **Me BERNARD JACOB** : Consultée ou rencontrée?

23 **M. JEAN VICAIRE** : Je dirais plutôt consultée
24 sur les développements ou même tout l'aspect de l'enquête :
25 comment l'enquête s'est déroulée, qu'est-ce qui a été fait

1 au niveau de l'enquête? Quelles sont les mesures? Est-ce
2 que... pourquoi l'enquête n'a pas permis d'arrêter une ou des
3 personnes responsables pour ce délit? Ça n'avait pas été
4 connu.

5 Donc, ça a justement permis d'avoir un
6 enquêteur à l'époque et de rencontrer, je ne peux pas me
7 souvenir des gens, mais je sais qu'il y a son fils qui
8 était là, à cette... c'était un nommé Jeffrey Martin je crois
9 et il était présent à ce moment-là. Et on avait procédé au
10 dévoilement de ce qu'on pouvait donner pour ne pas nuire à
11 l'enquête parce que, comme je vous disais, c'était toujours
12 en validité de poursuite au niveau d'une continuation
13 d'enquête dans ce décès-là.

14 **Me BERNARD JACOB:** Mais quelle est la
15 pratique normale, standard, au niveau de la Sûreté du
16 Québec dans des cas comme ça? Est-ce qu'ils font comme le
17 chef Martin vous l'a demandé ou ils ne donnent pas ces
18 détails-là?

19 **M. JEAN VICAIRE :** Si je peux vous dire que
20 la pratique, à ce moment-là, ça faisait 10 ans que la
21 famille n'avait pas été informée. Est-ce que c'est la
22 pratique usuelle aujourd'hui? J'espère que non, parce que
23 nous, de notre côté, comme corps de police des Premières
24 Nations, au Lac Simon, ce n'est pas notre méthode de
25 fonctionnement et je ne crois pas que la Sûreté du Québec,

1 c'est leur mode de fonctionnement. Et si ça l'est, c'est
2 certainement une mauvaise approche, parce qu'on devrait se
3 prévaloir d'informer l'ensemble des familles proches.

4 Et je vous dirais même, dans le cas que j'ai
5 travaillé, on voit l'implication des élus qui étaient
6 concernés aussi par l'évènement. Puis ça a passé par là
7 pour justement faire avancer les choses.

8 **Me BERNARD JACOB:** Alors, Madame la Chef
9 Commissaire, sous l'onglet A, j'aimerais déposer le résumé
10 du cursus professionnel de M. Jean Vicaire. On va l'appeler
11 Cursus professionnel de M. Jean Vicaire ; on serait, si je
12 ne me trompe pas Madame la Chef, à l'exhibit 52. 53?

13 **CHIEF COMMISSIONER MARION BULLER:** Actually,
14 78 now.

15 **MR. BERNARD JACOB:** 78?

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

17 **MR. BERNARD JACOB:** I lost my mind.

18 **CHIEF COMMISSIONER MARION BULLER:** So, the
19 CV is Exhibit 78.

20 **--- EXHIBIT NO. 78:**

21 CV Jean Vicaire (six pages)

22 Witness: Jean Vicaire, Director of

23 Police, Lac Simon First Nation

24 Submitted by Bernard Jacob (Commission

25 Counsel)

1 **MR. BERNARD JACOB:** 78, okay. Est-ce que vous
2 reconnaissez ce document-là?

3 **M. JEAN VICAIRE :** Oui.

4 **Me BERNARD JACOB :** Je vois qu'après... je vais
5 essayer d'être un peu plus directif étant donné le temps
6 qui passe. Vous avez été, par la suite, à Malarctic?

7 **M. JEAN VICAIRE :** J'ai été à Malarctic une
8 courte période, environ quatre mois, ce qui m'a permis par
9 la suite de faire application comme responsable du poste de
10 Témiscamingue où j'ai œuvré à peu près un an et demi.

11 Et, par la suite, j'ai poursuivi ma carrière
12 et je me suis retrouvé encore une fois comme agent de
13 liaison autochtone pour faire un lien avec les Premières
14 Nations au quartier général de Rouyn-Noranda et ça, je l'ai
15 fait jusqu'à la fin de ma carrière avec la Sûreté, en 2016,
16 au mois de janvier.

17 **Me BERNARD JACOB :** Rouyn-Noranda, c'était...
18 tout étant relatif, par ailleurs, relativement proche de
19 Val-d'Or : avez-vous été mis au courant de certaines
20 rumeurs qui concernaient Val-d'Or?

21 **M. JEAN VICAIRE :** Val d'Or, j'ai quand même...
22 j'ai œuvré pendant 14 ans en liaison avec les nations
23 autochtones. Donc, la multitude des relations que j'ai
24 développées au cours des années, avec mon expérience avec
25 les gens de Pikogan, les Abitibiwinini. Durant la même

1 période, on a eu la fermeture du poste de police de Wehnawe
2 (phonétique), que j'ai été concerné aussi de par mon
3 travail. Malheureusement, le 31 mars 2006, les opérations
4 policières ont pris fin par le Ministère de la Sécurité
5 publique du Québec à l'époque.

6 Puis j'ai été également impliqué dans un
7 autre évènement de crise forestière similaire à celle de
8 Listujug, qui, en novembre 2004, où il y avait eu des
9 arrestations de personnes qui étaient en conflit forestier
10 avec autant les compagnies forestières que les
11 gouvernements.

12 Mon expérience, au niveau... à la question que
13 vous m'avez posée, c'est que j'ai été informé par la chef
14 de l'époque de Lac-Simon. Je vais faire une mise en
15 contexte : pendant ma carrière à la Sûreté, de 2010 à 2013,
16 j'avais demandé un congé sans solde de la Sûreté pour une
17 période d'un an pour aller diriger le corps de police de
18 Lac-Simon et c'est ce que j'ai fait. J'ai aimé ça, j'ai
19 continué, ça allait bien. J'ai fait une deuxième année.
20 J'ai redemandé une troisième année et cette fois-ci, la
21 Sûreté m'a dit : « Oui, une troisième, mais c'est la
22 dernière, tu dois revenir. » Alors, je suis revenu.

23 Je suis revenu, mais vers la fin, ayant
24 développé d'excellents liens avec l'ensemble des gens de la
25 communauté de la nation Anishnaabe de Lac-Simon, la chef, à

1 l'époque, Salomé Mckenzie, m'informait qu'il y avait des
2 allégations qui circulaient à l'égard de... de possibles
3 allégations sexuelles ou comportementales par les policiers
4 de la Sûreté du Québec envers des femmes et filles de la
5 communauté.

6 Alors, ce que j'ai fait à ce moment-là,
7 voyant cette information-là critique et importante, j'ai
8 informé mon supérieur immédiat à Rouyn-Noranda de la
9 situation, le capitaine [NAME REDACTED]. Ça s'est fait à
10 son bureau, je me suis déplacé, je suis allé à Rouyn-
11 Noranda, je suis parti de Lac-Simon. Quand je l'ai
12 rencontré, c'était à portes fermées et la première chose
13 qu'il m'a demandé, c'était : « Est-ce que ça se peut que ça
14 soit [NAME REDACTED]?

15 **Me BERNARD JACOB:** Il y a une objection.

16 **MS. MEREDITH PORTER:** Sorry, can we stop the
17 clock, please? We have an objection in the audience from
18 one of the parties.

19 **Me MARIE-PAULE BOUCHER:** On demande, par
20 respect que les noms des policiers ne soient pas
21 mentionnés. Il y avait une entente avec le procureur de la
22 Commission qu'aucun nom de policier ne serait mentionné
23 aujourd'hui, étant donné la situation qu'il y ait
24 possibilité de blâme, qu'il n'y a pas d'avis et pour la
25 protection de la réputation de chacun de ces policiers-là,

1 nous demandons à ce qu'il n'y ait pas d'identification
2 publique et que ce soit enlevé, autant des notes
3 sténographiques et aussi des *live feed*, des vidéos qui
4 pourraient être circulés sur Internet.

5 **Me BERNARD JACOB:** Distingués membres de la
6 Commission, ma consœur a tout à fait raison. Vous
7 comprendrez que le témoin témoigne et je vais vous
8 demander, Monsieur, de ne plus nommer de prénoms ou de
9 noms, s'il vous plait, vu que le mandat de la Commission
10 n'est pas de blâmer des personnes. Merci.

11 **CHIEF COMMISSIONER MARION BULLER:** Yes.
12 Thank you for your objection. First, any transcripts that
13 may be produced, any publication will be subject to a
14 publication ban on the identification of any police
15 officers. And, I'm making that retroactively to the
16 beginning of this witness' testimony.

17 **Me MARIE-PAULE BOUCHER:** If it's possible,
18 like, everybody, autant les gens qui sont nommés dans les
19 postes de police, les agents que le personnel policier qui
20 pourrait être identifié. Donc, les chefs de postes aussi,
21 je demanderais qu'à ce moment-ci, ils soient aussi
22 caviardés.

23 **Me BERNARD JACOB:** Je m'excuse, mais les
24 chefs de poste, quand il parlait de son chef de poste en
25 Abitibi, ça n'avait pas rapport avec le témoignage.

1 Moi, ce que je comprends, c'est qu'on veut
2 retirer uniquement la question des allégations de mauvais
3 comportement en lien avec le policier de Val d'Or. Donc, il
4 faut enlever le nom du policier et le nom du chef à ce
5 moment-là, pas tout le reste du...

6 **Me MARIE-PAULE BOUCHER:** Non. Je veux le nom
7 des chefs, parce que si jamais il peut y avoir un blâme à
8 l'organisation, cette personne-là a aussi droit à une
9 certaine protection. Donc, on veut que ces noms-là soient
10 aussi caviardés. Donc, exactement ce que mon confrère dit.

11 **Me BERNARD JACOB:** Enfin, nous nous sommes
12 entendus.

13 **CHIEF COMMISSIONER MARION BULLER:** Yes, I
14 just need help in wording the publication ban. So, the
15 publication ban as I've already made, but the second
16 publication ban will be with regard to the identification
17 of...

18 **MR. BERNARD JACOB:** The Chief of the Poste
19 de police Val-D'or et le nom du policier mentionné par
20 ledit chef de police, point.

21 **Me MARIE-PAULE BOUCHER:** That's right.

22 **CHIEF COMMISSIONER MARION BULLER:** Okay.
23 Thank you. Then, that publication ban is made as well.
24 Thank you.

25 **Me MARIE-PAULE BOUCHER:** Thank you.

1 **MR. BERNARD JACOB:** Thank you Commissioner
2 in Chief. Alors, continuez... alors, il y a... une personne
3 vous reçoit et elle dit...

4 **MS. MEREDITH PORTER:** Sorry, can we just
5 start the clock again with the testimony? Thank you.

6 **Me BERNARD JACOB:** Une personne vous reçoit
7 et cette personne-là vous dit: « Est-ce serait Monsieur
8 Y? » Et que se passe-t-il par la suite?

9 **M. JEAN VICAIRE:** Par la suite, moi, je donne
10 les détails que j'ai reçus de la chef Salomé Mckenzie, de
11 la chef, oui.

12 **Me BERNARD JACOB:** De la bande?

13 **M. JEAN VICAIRE:** De la bande de Lac-Simon de
14 l'époque. Et puis...

15 **Me BERNARD JACOB:** Savez-vous s'il y a eu
16 enquête?

17 **M. JEAN VICAIRE:** À ma connaissance, il y a
18 eu enquête et ça a été enquêté par les services d'enquête
19 régionaux de Rouyn-Noranda.

20 **Me BERNARD JACOB:** Et on parle de quelle
21 période?

22 **M. JEAN VICAIRE:** Je vous dirais... moi, j'ai
23 eu l'information en 2013.

24 **Me BERNARD JACOB:** Est-ce que j'ai compris
25 que l'enquête avait été... sur des officiers, des membres de

1 la Sûreté du Québec, avait été faite par d'autres membres
2 de la Sûreté du Québec d'un poste voisin? Est-ce que j'ai
3 bien compris votre témoignage?

4 **M. JEAN VICAIRE:** C'est ce que... c'est ce que...
5 oui.

6 **Me BERNARD JACOB:** D'accord. Par la suite,
7 vous retournez à la Sûreté du Québec à Rouyn-Noranda, de
8 2013 à 2016?

9 **M. JEAN VICAIRE:** Oui.

10 **Me BERNARD JACOB:** Ensuite, vous allez faire
11 un an à Chisasibi, après votre retraite?

12 **M. JEAN VICAIRE:** Oui. Je prends ma retraite
13 en janvier 2016 ; ça n'a pas été long qu'avec le
14 développement du corps de police innu, chez les Cris, j'ai
15 été approché pour faire du soutien opérationnel et assurer
16 la direction du poste de police de Chisasibi pour cette
17 organisation.

18 **Me BERNARD JACOB:** Vous êtes, depuis 2017,
19 directeur du service de police de Lac-Simon, c'est bien ça?

20 **M. JEAN VICAIRE:** C'est ça.

21 **Me BERNARD JACOB:** Alors, parlez-moi de la
22 communauté de Lac-Simon, c'est quelle communauté?

23 **M. JEAN VICAIRE:** C'est la communauté
24 Anishnaabe de Lac-Simon. C'est situé, je vous dirais, à peu
25 près à 37 kilomètres au sud-ouest de Val d'Or.

1 **Me BERNARD JACOB:** Pouvez-vous me décrire la
2 communauté?

3 **M. JEAN VICAIRE:** Oui. On a 326 hectares de
4 territoire au niveau de la communauté qui est présentement
5 en développement pour être agrandie, qui doublerait la
6 superficie de la communauté actuellement.

7 On a une population d'environ
8 1 900 personnes, 1 850-1 900 personnes.

9 **Me BERNARD JACOB:** Et la moyenne d'âge?

10 **M. JEAN VICAIRE :** La moyenne d'âge est d'à
11 peu près, je vous dirais, 23 ans.

12 **Me BERNARD JACOB :** Okay, une population très
13 jeune. Et quels sont les enjeux de la communauté qui
14 peuvent avoir un impact sur la violence faite aux femmes et
15 les enfants?

16 **M. JEAN VICAIRE :** Ce que je remarque, c'est...
17 puis ça, c'est à force de travailler avec l'ensemble des
18 partenaires, parce que dans la communauté, on a une
19 dynamique de travail où je fais partie d'une table de
20 directeurs, autant la santé, l'éducation, les services des
21 travaux publics. À l'occasion, très régulièrement, on
22 rencontre les gens du conseil, le secteur de l'éducation,
23 les services sociaux, le centre de santé. On est
24 partenaires avec ceux dans toutes les possibilités pour
25 assurer une continuité des services au sein de la

1 communauté.

2 L'une des problématiques que je remarque,
3 comme les autres l'ont mentionné auparavant, c'est la
4 surpopulation dans les maisons. Actuellement, on a à peu
5 près 300 résidences au sein de la communauté et on peut
6 retrouver, selon les gens de santé avec qui j'ai un
7 dialogue régulier, jusqu'à trois familles, ce qui veut dire
8 peut-être les grands-parents, la famille immédiate et peut-
9 être les plus jeunes, un plus jeune couple qui demeure dans
10 la même habitation, ce qui cause, comme vous le savez, des
11 problèmes au niveau de l'éducation des jeunes, au niveau de
12 la possibilité d'avoir du temps libre, de profiter de la
13 vie puis d'avoir sa liberté.

14 Puis ce que j'ai pu percevoir dans la
15 communauté, les difficultés, autant financières que
16 d'emploi que de consommation, autant au niveau de l'alcool
17 que des abus au niveau des stupéfiants. C'est problématique
18 et c'est présent.

19 Puis ça nous cause un haut volume de travail
20 pour ces différentes raisons-là, pour la pénurie,
21 l'incapacité de pouvoir être autosuffisant au sein des
22 différentes possibilités économiques au sein de la
23 communauté.

24 **Me BERNARD JACOB** : On va peut-être, Madame
25 la Commissaire en chef, je vais déposer les pièces

1 tranquille, une par une, pour... après? Okay, parfait.

2 Je vais aller vous montrer une pièce qui se
3 trouve à être sous l'onglet... C et l'onglet D. On parle de
4 l'onglet D, surtout, et peut-être on peut demander au
5 technicien de mettre sur les écrans un graphique.

6 **PERSONNE NON IDENTIFIÉE:** Le titre de
7 (inaudible), Maître?

8 **Me JACOB:** Le titre du document, c'est
9 « Services de police de Lac-Simon - Statistiques
10 criminelles », et là y'a un graphique, et voilà. Alors,
11 pouvez-vous expliquer c'est quoi ce graphique-là, Monsieur
12 Vicaire?

13 **M. VICAIRE:** Oui. Ce graphique-là... je vais
14 juste le vérifier. Oui, c'est le même. <Murmures
15 inaudibles> Ce graphique-là indique toute la partie des
16 statistiques criminelles et opérationnelles au sein de la
17 communauté. Je vais vous dire cependant que la
18 documentation, y'a certaines corrections qui ont été
19 apportées au niveau des statistiques quand qu'on regarde là
20 2015-04-01 à 2016-03-31, au niveau des statistiques
21 criminelles, au lieu d'être à 960, nous sommes à 992, et au
22 niveau des statistiques criminelles au niveau de 2016-04-
23 01, nous sommes à 483 au lieu de 199, et 2017-04-01, au
24 lieu d'être à 400, nous sommes à 911.

25 **Me JACOB:** Bon. Alors là, vous allez

1 m'expliquer pourquoi y'a un très grand... y'a un si grand
2 écart entre ce que vous aviez produit et ce que vous dites
3 à la Commission aujourd'hui.

4 **M. VICAIRE:** Oui. C'est que, au niveau de la
5 compilation qui avait été faite à l'époque, lors des
6 négociations avec les deux parties de l'entente tripartie,
7 c'est à ce moment-là qu'on avait remarqué que l'erreur
8 s'est retrouvée sur la documentation, mais c'est
9 effectivement les données qui sont dans notre système de
10 « Police Automated Management System » qui est un...

11 **Me JACOB:** Pouvez-vous répéter
12 tranquillement? Le « Police...

13 **M. VICAIRE:** « Police Automated Management
14 System », le PAMS communément appelé, et cette banque de
15 données là nous permet d'avoir ces données-là qui étaient
16 pas les bonnes à l'époque où le document a été rédigé.

17 **Me JACOB:** Est-ce que ç'a eu de l'impact sur
18 la négociation de l'entente tripartite?

19 **M. VICAIRE:** Je vous...

20 **Me JACOB:** Le fait que vos statistiques
21 criminelles soient sous-évaluées à ce moment-là?

22 **M. VICAIRE:** Je vous dirais que... je vais vous
23 donner deux... première des choses, on a présenté l'ensemble
24 du document lors d'une première rencontre en mars dernier,
25 le 1^{er} mars à Montréal où on a rencontré les gens, et ce

1 document-là...

2 **Me JACOB:** Les gens de Sécurité publique?

3 **M. VICAIRE:** Sécurité publique Canada et
4 Québec, et nous avons déposé le Plan d'organisation
5 policière 2018-2023 qui identifie clairement la situation
6 policière au sein de la communauté avec les besoins, la
7 réalité, les difficultés, la situation, la criminalité, le
8 besoin de prévention, et tout le reste.

9 La deuxième rencontre, on parle encore de
10 notre document, et je pose la question aux gens, autant le
11 Québec que le Canada, s'ils avaient pris connaissance du
12 document, et la réponse était non. C'est lors de la
13 troisième rencontre qu'on a tenue au Lac-Simon où les gens
14 à ce moment-là ont... sont revenus avec des questionnements
15 par rapport à est-ce qu'on a mis un comité de sécurité
16 publique en place, est-ce que... ils questionnaient un peu
17 les chiffres, questionnaient un peu notre position d'avoir
18 quatre par relève parce que...

19 **Me JACOB:** Oui, pourquoi vous avez quatre
20 policiers par relève maintenant?

21 **M. VICAIRE:** En 2016, y'a eu des événements
22 tragiques qui sont survenus à l'époque où j'étais chez les
23 Cris, mais je suivais quand même ça de près pour y avoir
24 travaillé pendant trois ans, y'a un policier qui a été
25 mortellement atteint par un individu de la communauté et

1 est décédé lors de l'intervention. Malheureusement,
2 l'individu qui a fait le geste s'est ensuite enlevé la vie,
3 et ça, c'est arrivé en février 2016. Deux mois après, les
4 policiers interviennent avec une personne au sein de la
5 communauté et, malheureusement, un policier intervient et
6 neutralise mortellement un membre de la communauté.

7 Pour vous donner un bref historique de ces
8 personnes-là, c'est que, en 2009, y'a eu le même type
9 d'évènement où le fils d'un monsieur était abattu par les
10 policiers, et le deuxième évènement, en avril de 2016,
11 c'était le frère de l'individu de 2009.

12 **Me JACOB:** Donc?

13 **M. VICAIRE:** Alors, suite à ça, ben, y'a eu
14 une enquête par la Commission des normes et de l'équité en
15 santé et sécurité au travail qui ont procédé à une enquête
16 à voir c'était quoi les causes avec différents experts pour
17 déterminer que dorénavant on devrait être muni d'une
18 centrale d'appels qui prendrait en note tout l'ensemble des
19 appels provenant de la communauté et comptabiliser dans une
20 banque de données qui pourrait nous permettre d'avoir une
21 meilleure efficacité et un meilleur suivi sur l'activité
22 des policiers et policières qui travaillent dans la
23 communauté, et surtout d'assurer une sécurité pour ces
24 gens-là qui travaillent quotidiennement, 24 heures sur 24,
25 dans la communauté.

1 Le Lac-Simon a un service 24 heures sur 24,
2 on n'est pas en disponibilité, on dessert l'ensemble de la
3 communauté. Actuellement, on est quatre sur la relève de
4 jour et quatre sur la relève de nuit, les gens travaillent
5 sept jours et sont sept jours en congé. Mais, comme vous le
6 savez, dans le domaine de la police, le sept jours de congé
7 peut-être souvent demandé à témoigner à la cour, ou à faire
8 d'autres choses, ou à remplacer des collègues de travail
9 malgré leurs journées de congé.

10 Alors, ç'a été la recommandation, deux des
11 grandes recommandations de faire des ajustements au niveau
12 de la desserte policière et de recommander fortement qu'on
13 ait quatre policiers en tout temps au lieu d'être deux
14 parce que, dans les événements qui sont survenus en... autant
15 en février 2016 que avril, y'étaient seulement deux
16 policiers qui intervenaient sur les relèves.

17 **Me JACOB:** Donc, je comprends que... quand
18 y'étaient deux, y'étaient combien par véhicule le soir ou
19 le jour?

20 **M. VICAIRE:** À ce moment-là?

21 **Me JACOB:** Oui.

22 **M. VICAIRE:** Lors des événements?

23 **Me JACOB:** Oui.

24 **M. VICAIRE:** Y'étaient deux.

25 **Me JACOB:** Par véhicule?

1 **M. VICAIRE:** Oui.

2 **Me JACOB:** OK. Puis là, la Commission vous
3 recommande quatre policiers en même temps sur un quart de
4 travail.

5 **M. VICAIRE:** C'est ça.

6 **Me JACOB:** Et je comprends que la Sécurité
7 publique vous... remettait ça en cause au mois de mars
8 dernier.

9 **M. VICAIRE:** Oui. Quand qu'on a eu des
10 pourparlers avec les deux paliers de gouvernement, on a une
11 structure actuellement là, l'entente sur les services
12 policiers nous autorise un budget... à l'époque, y'avait un
13 budget de 1,3 million qui représente environ 115 000 \$ par
14 policiers. Ça, c'est avant les évènements. Ils nous
15 allouaient 12 policiers, incluant le directeur, alors, pour
16 tenter de faire une structure comme ça, pour avoir une
17 liaison avec la cour, que les procureurs de la Couronne
18 nous demandent et veulent bien qu'on les accommode dans ces
19 dossiers-là pour accompagner des gens, les dossiers, et
20 cetera, faire de l'ADN et les empreintes digitales.

21 **On** a mis en place également un policier
22 éducateur qui a fait un travail formidable de 2010 à 2013
23 pour travailler suite aux évènements de la personne qui a
24 été atteinte mortellement en 2009 par un policier,
25 d'essayer de créer des liens solides, forts au niveau de la

1 communauté, et les gens ont embarqué dans ça, autant les
2 aînés, autant les policiers et policières, on a travaillé
3 avec les écoles, on a formé une équipe de basketball, le
4 policier éducateur, j'ai... on a...

5 **Me JACOB:** OK.

6 **M. VICAIRE:** Oui. On s'est inspirés d'un
7 modèle de Longueuil puis...

8 **Me JACOB:** Je regarde les statistiques. On
9 voit que y'a 992 crimes sur une population de 1 900, y'a eu
10 une baisse en 2016, 483, puis une remontée en 2017. Comment
11 expliquez-vous la baisse en 2016?

12 **M. VICAIRE:** Suite aux évènements, ben, c'est
13 sûr que ç'a affecté non seulement les policiers et
14 policières, c'est la Sûreté du Québec qui a pris la
15 desserte policière du territoire suite aux évènements,
16 suite aux enquêtes autant par la Commission que par la
17 déontologie policière aussi que y'avait eu à l'époque, et
18 plusieurs des policiers ont tombé en arrêt de travail à
19 cause des évènements.

20 **Me JACOB:** Donc, je comprends, 2015, corps de
21 police de Lac-Simon... 2017, corps de police du Lac-Simon,
22 483, ça correspond à la présence policière de la Sûreté du
23 Québec. En quoi l'intervention de la Sûreté du Québec est
24 différente?

25 **M. VICAIRE:** C'est que il faut se dire que

1 y'a eu...

2 **Me JACOB:** Est-ce qu'ils comptent moins les
3 crimes ou bien donc ils sont plus sur le territoire?

4 **M. VICAIRE:** Non, ce que je vous dirais là-
5 dedans, c'est que y'a eu une partie de cette année-là de
6 statistiques criminelles, autant criminelles
7 qu'opérationnelles, qui ont été assumées encore par le
8 corps de police vers la fin parce qu'ils ont passé six
9 mois, ce qui veut dire qu'ils sont arrivés à peu près en
10 avril 2015... euh, 2016 - je m'excuse - puis y'ont resté
11 jusqu'à... au mois de... je l'ai ici... ce que j'ai ici là, c'est
12 les statistiques de la...

13 **Me JACOB:** Si vous allez à l'onglet D que
14 vais coter tout à l'heure, vous avez les statistiques des
15 cercles à la fin : « Statistiques criminelles... »,
16 opérationnelles ou criminelles... « Statistiques criminelles
17 de la SQ », dernière page de l'onglet D.

18 **M. VICAIRE:** Oui. L'intervention de la... quand
19 que la Sûreté est venue sur le territoire là, j'ai fait
20 peut-être une petite erreur là de dire qu'ils étaient
21 arrivés en avril, sont arrivés suite aux évènements, dès
22 que... dès que ça s'est déroulé, et puis sont restés
23 jusqu'en... le 29 septembre 2016, ce qui explique un peu la
24 différence de statistiques entre eux et nous au niveau de
25 la desserte à ce moment-là.

1 **Me JACOB:** Est-ce que vous êtes informés que
2 y'avait plus ou moins de policiers de la Sûreté du Québec
3 que sur le Lac-Simon?

4 **M. VICAIRE:** Je vous dirais...

5 **Me JACOB:** Dans ce six mois-là là.

6 **M. VICAIRE:** Oui. Moi, ce que... c'est un des...
7 une des discussions qu'on a eues au niveau de la
8 négociation, des pourparlers au niveau du renouvellement de
9 l'entente, c'est de dire que quand la Sûreté du Québec
10 prend un territoire, et dans le temps où ils l'ont assumé,
11 y'étaient quatre policiers de jour, quatre policiers de
12 nuit en tout temps, et ça, ça compte pas que y'a quand même
13 une organisation qui est en arrière en soutien direct là
14 si, advenant qu'il y ait des évènements qui sont... qui
15 nécessitent davantage de policiers et policières.

16 Ça fait que ça... alors, on s'est inspirés de
17 d'ça pour dire que, nous, pour continuer, pour faire la
18 même chose et d'assurer que la communauté, les policiers et
19 policières et l'ensemble des membres de la communauté
20 soient protégés au même niveau, ben, on se doit d'être
21 quatre comme la Commission le voulait, la Commission des
22 normes, et qu'on s'inspire de d'ça pour dire : on va
23 maintenir ça, quatre de jour, quatre de nuit, et ce, en
24 tout temps.

25 Sauf que les discussions actuellement, c'est

1 de dire qu'on va essayer... est-ce que vous êtes pas capables
2 de réorganiser vos effectifs pour essayer peut-être de
3 prendre votre enquêteur, prendre votre agent de liaison pis
4 d'essayer de composer avec ça, et nous, notre position est
5 très claire, on a demandé un budget de 2 millions, tout
6 près de 3 millions pour assurer cette desserte policière là
7 suite aux évènements, suite au décès du policier, à la
8 formation qui est nécessaire pour assurer un encadrement
9 complet par des formations, autant à un superviseur de
10 patrouille que d'enquêtes, que de liaison, que
11 d'actualisation des connaissances du patrouilleur. C'est
12 des investissements qui sont nécessaires pour assurer la
13 pérennité des services et la continuation d'un service
14 adéquat, mais sécuritaire, non seulement pour les policiers
15 et policières, mais également pour la population qui doit
16 être desservie de façon convenable.

17 **Me JACOB:** Parlant de formation, est-ce que
18 y'a... M. Larose a parlé des couts de formation à Nicolet,
19 est-ce que la communauté de Lac-Simon avec son corps de
20 police vit les mêmes difficultés au niveau des couts de
21 Nicolet?

22 **M. VICAIRE:** C'est exactement la même chose
23 que l'ensemble des autres corps de police : on contribue
24 pas pour des raisons législatives au fameux 1 % de la masse
25 salariale. Le cours de base est trois fois le prix pour un

1 policier qui est en formation autant au niveau du cégep que
2 de la partie de l'École nationale de police du Québec. Et
3 l'autre chose qui est importante de mentionner, c'est qu'on
4 n'a pas... on n'a pas la possibilité de prendre des fonds du
5 budget de police pour former une personne en matière
6 policière, soit le cours de formation de base ou au cégep,
7 à partir du budget de fonctionnement. Ça doit être pris
8 dans d'autres enveloppes complètement à part.

9 **Me JACOB:** Question : y'a-tu une
10 problématique de violence conjugale dans la communauté de
11 Lac-Simon?

12 **M. VICAIRE:** On a des interventions, je vous
13 dirais, assez fréquentes au niveau des violences
14 conjugales, effectivement.

15 **Me JACOB:** Et vous expliquez ça comment?

16 **M. VICAIRE:** Comme ç'a été mentionné
17 auparavant et que je le vis et que je fais l'expérience de
18 d'ça quotidiennement avec les patrouilleurs qui
19 interviennent, c'est autant un problème de logement, autant
20 un problème de surpopulation, de manque de possibilités, de
21 développement économique au sein de la communauté. Malgré
22 tout ça, y'a quand même des bonnes choses qui se font, y'a
23 des gens qui travaillent dans les minières à proximité de
24 la communauté, y'a des gens qui prennent les...

25 **Me JACOB:** Qui vont bien.

1 **M. VICAIRE:** Qui vont bien et qui prennent
2 les moyens pour s'en sortir au niveau des dépendances, soit
3 l'alcool ou les drogues.

4 **Me JACOB:** Est-ce que y'a des problématiques
5 relativement aux agressions sexuelles sur les femmes est
6 les enfants?

7 **M. VICAIRE:** Oui. On a des cas de ce genre-
8 là, oui.

9 **Me JACOB:** Et est-ce que y'a une explication?
10 Est-ce que y'a des causes? Est-ce que y'a des... est-ce que
11 c'est les mêmes causes ou y'a d'autres choses?

12 **M. VICAIRE:** Moi, je vous dirais que c'est à
13 peu près les mêmes causes, la surpopulation, faut connaître
14 aussi l'historique de la communauté, ce que je me fais
15 raconter par autant les aînés que les gens, les femmes, et
16 cetera. Ils ont été lourdement frappés par les pensionnats
17 indiens, chose que, comme jeune patrouilleur à Restigouche,
18 histoire que je connaissais pas ou peu de cette situation-
19 là, et à mon arrivée dans l'Abitibi et le Témiscamingue qui
20 étaient plus affectés par ces malheureuses situations
21 tragiques là que y'ont... que ces gens-là ont vécues.

22 **Me JACOB:** C'est quoi la problématique des
23 pensionnats?

24 **M. VICAIRE:** Je vous dirais tout ce qu'ils
25 ont pu vivre au niveau... ce qui m'est relaté, c'est que

1 l'abus autant physique que mental, la perte de langue,
2 l'empêchement d'être... de poursuivre son identité et sa
3 reconnaissance sociale au sein de la société et même de la
4 communauté, la présence... y'a eu des abus également
5 particulièrement au niveau de la communauté directement
6 avec les gens du milieu religieux...

7 **Me JACOB:** On parle d'abus sexuels?

8 **M. VICAIRE:** Oui.

9 **Me JACOB:** D'accord.

10 **M. VICAIRE:** Oui. Et ç'a... c'est
11 définitivement que ç'a lourdement affecté autant des hommes
12 que les femmes que les enfants, et aujourd'hui, je suis pas
13 un expert dans le domaine, mais définitivement que ç'a l'a
14 des... ç'a l'a des effets néfastes au niveau du comportement
15 de certaines et des gens qui sont victimes de d'ça.

16 **Me JACOB:** Dites-moi, combien de policiers
17 dans votre corps de police? Des questions en rafale, le
18 temps passe.

19 **M. VICAIRE:** Oui. On est... dans l'entente, on
20 est 12, actuellement on est 21 pour couvrir l'ensemble des
21 obligations qu'on a là au niveau de la structure policière,
22 pour combler les relèves, pour assurer autant la prévention
23 que la direction, que les enquêtes, et le reste qui doit se
24 faire au niveau quotidien au niveau administratif et
25 opérationnel.

1 **Me JACOB:** Combien de membres des communautés
2 autochtones?

3 **M. VICAIRE:** On a huit... malheureusement, j'ai
4 perdu une policière pas plus tard que y'a un mois, une
5 policière attikamek qui était venue travailler avec nous
6 qui... mais c'est pas... c'est compréhensible, elle est retournée
7 à Maniwagan pour reprendre le même travail dans sa
8 communauté. On est huit; trois qui sont... qui sont issus de
9 la communauté de... un de Kitcisakik et les deux autres qui
10 viennent directement de Lac-Simon. Et d'ailleurs, celui-là
11 de... un qu'on a souligné son vingt ans de service pas plus
12 tard que le 14 juin dernier qui a fait vingt ans de service
13 au sein de la communauté du Lac-Simon, qui est quand même
14 très important et une fierté pour... non seulement pour lui,
15 mais pour la communauté et sa famille.

16 **Me JACOB:** Je vais vous... le temps passe. Les
17 postes PPCMA, qu'est-ce que y'a de positif puis c'est quoi
18 le « downside » de ce poste-là? Vous connaissez le poste
19 PPCMA?

20 **M. VICAIRE:** Oui, il est situé à Val-d'Or.
21 Ç'a été une création, je vous dirais, c'est une création
22 après que j'aie quitté la Sûreté. Ce que j'entends, c'est
23 que, de plus en plus, ils tentent de développer des liens
24 avec les Premières Nations, de rétablir la situation au
niveau de Val-d'Or, de travailler en partenariat.

25 Le seul... le seul hic que je pourrais voir,

1 c'est que malheureusement l'instauration de d'ça, on n'a
2 jamais fait de consultation auprès des Premières Nations,
3 c'est ce que je déplore et ce que j'ai pu identifier comme
4 problématique. Tant et aussi longtemps qu'on va avoir des
5 approches de pas impliquer les Premières Nations dans des
6 approches comme ça, on pourra pas avoir des résultats qui
7 vont bénéficier l'ensemble des communautés. Y'a du travail
8 qui est fait par contre, mais je pense que le départ ne
9 s'est pas fait de la façon convenable avec l'approche que..
10 je dirais l'approche de confiance et l'approche de respect
11 envers les Premières Nations.

12 **Me JACOB:** Puis ça pourrait engendrer quoi
13 comme problématique?

14 **M. VICAIRE:** Ben, ça peut engendrer que là on
15 est en train de créer, si je me fie à l'organisation que
16 j'ai travaillé pendant 24 ans, faut pas... faut... j'espère,
17 j'ose espérer que l'ensemble des policiers autant du poste
18 de la MRC Vallée-de-L'Or et de Senneterre et ceux qui
19 travaillent au PPCMA ne sont pas dans deux entités
20 totalement distinctes. Parce qu'éventuellement, un jour,
21 ils vont revenir à leur travail normal, si on veut,
22 d'intervenir quotidiennement avec des Premières Nations, et
23 si on établit et on forme des gens uniquement à intervenir
24 dans les Premières nations et que ces gens-là quittent au
25 bout de cinq ans ou dix ans, ben là, on va se retrouver

1 avec une situation où des gens vont être spécialisés, ils
2 ne seront plus dans les parages pour faciliter le lien, la
3 proximité et le développement des Premières Nations en
4 termes de relations. C'est ma crainte. Est-ce qu'on va
5 apporter des correctifs? Ça, ça va être à... c'est à voir.

6 **Me JACOB:** Alors, Madame la présidente,
7 membres de la Commission, j'aurais encore beaucoup de
8 questions, mais mon temps est écoulé. J'aimerais procéder
9 au dépôt d'une pièce, onglet B, « Convention collective
10 entre le Conseil de la Nation...

11 **CHIEF COMMISSIONER MARION BULLER:** In the
12 interest of time, we will mark the exhibits during the
13 lunch break.

14 **MR. BERNARD JACOB:** Okay.

15 **CHIEF COMMISSIONER MARION BULLER:** Okay?
16 And, we'll do that on the record.

17 **MR. BERNARD JACOB:** Thank you.

18 **MS. MEREDITH PORTER:** Thank you, counsel.
19 And, thank you for your testimony, Mr. Vicaire.

20 **MR. JEAN VICAIRE:** Thank you.

21 **MS. MEREDITH PORTER:** The next witness that
22 the Commission would like to call is Ms. Alana Morrison and
23 she's a detective constable with Nishnawbe Aski Police
24 Services, leading the testimony of Ms. Morrison will be
25 Krystyn Ordyniec. And, at this time, I would like to

1 request that the Registrar affirm the witness.

2 **CHIEF COMMISSIONER MARION BULLER:** Detective
3 Constable Morrison, do you solemnly affirm to tell the
4 truth, the whole truth and nothing but the truth? Thank
5 you.

6 **ALANA MORRISON, Affirmed:**

7 **--- EXAMINATION-IN-CHIEF BY MS. KRISTYN ORDYNIC:**

8 **MS. KRISTYN ORDYNIC:** Good morning, Chief
9 Commissioner and Commissioners, I'd just like to begin by
10 thanking the people of Treaty 4 for welcoming us to -- with
11 Detective Constable Morrison to share her important
12 testimony today. Good morning.

13 **DETECTIVE CONSTABLE ALANA MORRISON:** Good
14 morning.

15 **MS. KRISTYN ORDYNIC:** Prior to giving your
16 testimony, are there any opening remarks that you would
17 like to make to the Commission today?

18 **DETECTIVE CONSTABLE ALANA MORRISON:** Good
19 morning. First and foremost, I would like to recognize the
20 elders in the room and thank you for your support today.
21 And, I'm just really eager to share some of the information
22 I've travelled from Thunder Bay with. I think that's it.

23 **MS. KRISTYN ORDYNIC:** So, if you could
24 begin by providing some background -- personal background
25 to the extent that you feel comfortable.

1 **DETECTIVE CONSTABLE ALANA MORRISON:** For
2 sure. I was asked, I think, about two and a half weeks ago
3 to provide testimony today and I wasn't sure to what extent
4 I would share my personal experiences, but I think in the
5 aspect and the forum that I've been given today, I think
6 it's very important because it helped shape the officer
7 that I am today.

8 I was born and raised in Toronto, Ontario.
9 My mother is a residential school survivor or was a
10 residential school survivor. My father, I was told, did
11 not attend a residential school, but his older siblings did
12 and that affected him deeply. With their history of being
13 affected by the residential school, I do believe it had an
14 impact on my childhood as I grew up very poor. I witnessed
15 a lot of alcoholism in my home, I witnessed domestic
16 violence on my mother growing up, and we always had police
17 presence at our residence not in a good way, but always as
18 a response to an assault that I was witnessing on my
19 mother.

20 Through that, I moved to Thunder Bay about
21 30 years ago and had my children. And, my mother -- I was
22 nine months pregnant with my son and I lost my mother. I
23 basically spent a life watching her drink herself to death,
24 and in the end, she succumbed to her alcoholism, which I do
25 believe -- and I don't mind saying, that I believe it was

1 her being unable to face the abuse that she had endured.

2 (TECHNICAL DIFFICULTIES)

3 10 months later or -- sorry, 13 months
4 later, I was (indiscernible) with my daughter and I lost my
5 father. He had a massive heart attack in a small part of
6 town and was found three days later.

7 Prior to that, I, myself, became a sexual
8 assault victim in my own home by four of my closest family
9 members. And, in the end, ended up, kind of, trying to
10 find the confidence to pursue the career that I ended up in
11 today. When I got to Thunder Bay and after I lost my
12 parents, I did end up moving somewhat of a questionable
13 unsafe life.

14 **MS. MEREDITH PORTER:** I'm sorry to interrupt
15 you. I do not mean to interrupt, but it's my understanding
16 that there's an issue with the translation. So -- oh,
17 okay. So, we're just...

18 (TECHNICAL DIFFICULTIES)

19 **MS. MEREDITH PORTER:** ...having difficulty
20 understanding.

21 (TECHNICAL DIFFICULTIES)

22 **CHIEF COMMISSIONER MARION BULLER:** Okay.
23 Madam Interpreter, when you're ready to proceed, can you
24 give us a thumbs up, please? We've got the thumbs up.
25 Thank you. Okay. Good. No, it's important. Thank you.

1 **DETECTIVE CONSTABLE ALANA MORRISON:** As I
2 was saying, I, for a short brief time, lived a very
3 questionable lifestyle where -- when I headed back and
4 sitting here today, it -- I was very -- I had every excuse
5 to become a totally different woman.

6 (TECHNICAL DIFFICULTY)

7 **CHIEF COMMISSIONER MARION BULLER:** We'll
8 take a 5-minute break.

9 **MS. MEREDITH PORTER:** I will make an
10 announcement.

11 (TECHNICAL DIFFICULTY)

12 --- Upon recessing at 10:47 a.m.

13 --- Upon resuming at 10:54 a.m.

14 **MS. MEREDITH PORTER:** And, that the
15 Registrar add 2 minutes to the time clock. It's my
16 understanding that 2 minutes of testimony was lost with
17 respect to the interpretation issues that we faced. So, I
18 see the time has been added. So, Ms. Ordyniec, proceed
19 when you're ready. Thank you.

20 **MS. KRYSYTN ORYNIEC:** Thank you. Detective
21 Constable Morrison, I'll ask you to go back to your comfort
22 level, and just continue to go through the history and your
23 personal history that you're comfortable sharing.

24 **DETECTIVE CONSTABLE ALANA MORRISON:** Okay.
25 Given the time, I'll go back to when I got to Thunder Bay

1 30 years ago, and -- from Toronto, but not before -- I'm
2 just going to go back a bit anyway. So, before I left
3 Toronto, it was in Toronto that I, myself, became a victim
4 of sexual abuse as a young child. I do partly believe now,
5 in hindsight, that a lot of the abuse I suffered was
6 because of my mother's alcoholism, and which resulted in
7 lack of care and supervision.

8 The four family members that had assaulted
9 me are not with me today. However, I grew up and -- with
10 that shame, and made my way to Thunder Bay. And, when I
11 got to Thunder Bay, I was pregnant with my second son, and
12 he was nine -- well, I was nine months pregnant when I had
13 lost my mother. So, basically, throughout my life, I
14 watched her drink every day. And then my mother missed my
15 son by three days, and it was due to her alcoholism. She
16 developed cirrhosis of the liver.

17 My father -- I was five months pregnant with
18 my daughter 13 months later, and my father had a massive
19 heart attack in a small northern town which he wasn't found
20 for three days. And, again, I was pregnant, and after
21 losing my father, I had gone through very serious emotion
22 where it comes to feeling absolutely alone in the world,
23 losing your parents at a time when you need them the most
24 was absolutely devastating in my life.

25 And, because of that, I think I led a short

1 period of questionable behaviour. And, I think during that
2 time I had met three ladies in Thunder Bay that ended up
3 being murdered, and I still carry their names and their
4 stories with me today. But, I could have easily also
5 become a statistic in the hearings that we're having today.

6 I don't know what it was, but there was
7 something that was inside of me knowing that I had three
8 children at the time, I was very young, and there was some
9 sort of drive I had that I knew I couldn't give up,
10 although I had every reason to give up and, you know, not
11 knowing how to deal with a lot of the issues I had already
12 had at that age. I don't know where I got the strength to
13 continue, but I did. So, I think that's just a little bit
14 about me.

15 **MS. KRISTYN ORYNIAC:** Thank you for sharing
16 that. In the book of documents of Ms. Morrison, in
17 Schedule A, Ms. Morrison, do you recognize this document?

18 **DETECTIVE CONSTABLE ALANA MORRISON:** I do.

19 **MS. KRISTYN ORYNIAC:** So, we're looking at
20 your CV; is that correct?

21 **DETECTIVE CONSTABLE ALANA MORRISON:** That's
22 correct, yes.

23 **MS. KRISTYN ORYNIAC:** And, I think we could
24 spend the rest of the time going through your CV, but I
25 will direct you to talk a little bit about, if you could,

1 your current professional experience and what your current
2 role is with the Nishnawbe-Aski Police Service.

3 **DETECTIVE CONSTABLE ALANA MORRISON:** Okay.
4 August -- end of August, I believe, would be -- will be 16
5 years in First Nation policing. When I first attended
6 Ontario Police College -- well, I graduated from Police
7 Foundations, and I had not even heard of Nishawbe-Aski
8 Police before. I didn't know they existed. But, I was
9 applying to the military at the time, and because of lack
10 of confidence, shame growing up and, you know, just not
11 believing in myself, I put in an application and never
12 thought, you know, that I would ever get hired.

13 My first -- when I did go through OPC, it
14 was probably best. I always say that I didn't know what I
15 was getting into because I never would have done it. I was
16 terrified. But, going through OPC, all the training that I
17 took, it was absolutely amazing and it was exhilarating,
18 especially the day I graduated. I still think, and I
19 believe my mother is here and my father are here with me
20 today, and I believe they were with me that day as well.

21 Today, I hold the role of the Abuse Issues
22 Coordinator for the Nishnawbe-Aski Police. With that role,
23 I've been in -- the 16 years of policing, I've been a
24 plain-clothes detective for 11 of those years where I
25 specialized in sex offences dealing with young women, women

1 and children. I have a -- I specialized in interviewing
2 young children, especially after they have been
3 traumatized.

4 **MS. KRYSZTYN ORYNIEC:** And, Detective
5 Constable Morrison, how many victims do you think you have
6 interviewed over your time with NAPS?

7 **DETECTIVE CONSTABLE ALANA MORRISON:** I had
8 taken a small hiatus from NAPS in 2010 to 2014. And,
9 before then, my stats were -- I kept my own stats as far as
10 interviews went, and I was up to about 400. I have since
11 returned to Nishnawbe-Aski Police, and I am now probably
12 upwards of over 300, if not more, statements that I've
13 taken with children and women. So, I'm sure it's well over
14 700.

15 **MS. KRYSZTYN ORYNIEC:** Thank you for sharing
16 that. Next, I'd like to turn to Schedule B. And, could
17 you speak a little bit about the award that you recently
18 won?

19 **DETECTIVE CONSTABLE ALANA MORRISON:** Oh,
20 yes. My Chief of Police nominated me for a leadership role
21 with the Ontario Women in Law Enforcement, and I went down
22 to Mississauga beginning of May for the dinner. And, the
23 category for leadership came and went, and I was just happy
24 to be there. And, they gave the last award of the evening,
25 and it was for Professional of the Year, and -- I mean, I

1 was enjoying my dessert at that point, and when I heard my
2 police service being mentioned, I almost choked. And,
3 before I knew it, they were reading out my bio and all the
4 accomplishments that I've had with our police service, and
5 I -- low and behold I had won Professional of the Year.
6 And, I will be attending the International Women in
7 Policing Association, I think it's a conference in Calgary
8 in August.

9 **MS. KRISTYN ORYNIAC:** Thank you. If I can
10 just ask, Chief Commissioner, are we going to do exhibits
11 after? Is that okay if I go through...

12 **CHIEF COMMISSIONER MARION BULLER:** Well, I
13 was hoping that we can do this during the lunch break as
14 well.

15 **MS. KRISTYN ORYNIAC:** Okay. Great.

16 **CHIEF COMMISSIONER MARION BULLER:** Okay?

17 **MS. KRISTYN ORYNIAC:** Thank you so much.
18 And, now, if I could ask, we have a few slides to put up on
19 the screen. Could I ask the first slide be put up? So,
20 Detective Constable Morrison, what are we looking at on the
21 screen currently?

22 **DETECTIVE CONSTABLE ALANA MORRISON:** So this
23 is the basic map of Ontario. You will see the whole green
24 portion of it is the area that Nishnawbe-Aski Police
25 polices. We have three regions within the area in the

1 green. The one to the left is going to be your North-West
2 Region. We also have the Central Region, and we also have
3 your North-East Region.

4 The statements that -- the areas that I'm
5 responsible and statements that I've taken only encompass
6 the North-West Region and the Central Region. There's a
7 whole other crime unit that covers for the North-East
8 Region and a whole other lady -- fellow officer that holds
9 the same position that I do in the North-East.

10 **MS. KRISTYN ORDYNIEC:** And can you tell us
11 which communities are most populated? So do you work and
12 were you taking statements in the communities that were
13 more populated or less so?

14 **DETECTIVE CONSTABLE ALANA MORRISON:** Well,
15 the more populated communities for the North-West and
16 Central Region would be Mishkeegogamang First Nation, which
17 I've personally policed. We have Sandy Lake First Nation
18 that has 2,500 residents. And Fort Hope, I'm not sure what
19 the exact number is, but it's one -- those are our more
20 busier detachments.

21 **MS. KRISTYN ORDYNIEC:** Thank you. And if we
22 could go to the next slide please.

23 So on the screen, Detective Constable, what
24 are we looking at here?

25 **DETECTIVE CONSTABLE ALANA MORRISON:** These

1 would be our mission -- NAPS Mission Statement, the
2 commitment that we have to the reserves and communities
3 that we police, and our vision. I can't read it from here
4 though.

5 **MS. KRISTYN ORDYNIAC:** So maybe if you could
6 read out the mission statement of NAPS for us?

7 **DETECTIVE CONSTABLE ALANA MORRISON:** For
8 sure:

9 "The mission of the Nishnawbe-Aski Police Service is to
10 provide a unique, effective, efficient and culturally
11 [sensitive] appropriate service to all the people of the
12 Nishnawbe-Aski area that will [assertively] promote
13 harmonious and healthy communities."

14 **MS. KRISTYN ORDYNIAC:** And could you expand
15 on how that mission statement is helpful when you're
16 policing isolated communities in the NAN territory?

17 **DETECTIVE CONSTABLE ALANA MORRISON:** Well,
18 when I'm policing the -- when I was policing on the road,
19 frontline, I think being culturally sensitive was -- I'll
20 have to admit, I didn't have a lot of knowledge when it
21 came to what our people had gone through then, because I
22 think as a young mother, I had -- you know, dealing with my
23 own issues and just trying to get by day-by-day. But I
24 think it's so important that any officer that polices a
25 small community has that knowledge and is able to provide

1 culturally sensitive policing in any community.

2 **MS. KRISTYN ORDYNIAC:** Could you speak about
3 the different languages in the NAN communities and how that
4 affects the policing that you provide to the communities?

5 **DETECTIVE CONSTABLE ALANA MORRISON:** I heard
6 it mentioned before, there is three languages in the NAN
7 communities and that's the Ojibwe language, which I'm
8 Ojibwe; there's Oji-Cree; and there is Cree.

9 And the affects -- sorry, I missed that part
10 -- the affects that it could have -- and even for myself,
11 because I'm ashamed to say that I don't speak my language.
12 I can understand it here and there, but unfortunately, I
13 can't speak it.

14 So I have people, sometimes when I'm in the
15 community, will approach me and speak to me in Ojibwe or
16 Cree, and I can understand what they're saying, but
17 unfortunately, I can't answer back. But I do hope that
18 just the fact that I can relate in the sense that I'm also
19 of First Nation descent that that brings a level of
20 comfort-ness for one, and then I think for our non-Native
21 officers, that could be a struggle sometimes.

22 I find that NAPS employs officers that are
23 very culturally friendly and accepting where they are able
24 to communicate still, even though there is that language
25 barrier, and for that I'm proud of the officers that we

1 have.

2 **MS. KRISTYN ORDYNIEC:** Maybe if you could
3 expand on that a little bit and speak about the training,
4 and especially, the cultural sensitivity training that a
5 NAPS officer may go through when they begin policing?

6 **DETECTIVE CONSTABLE ALANA MORRISON:** I'm not
7 aware -- it's been 16 years since I've been at the Ontario
8 Police College, but I'm sure that -- I know that there is a
9 component in there that has to do with it providing
10 education with respect to culture.

11 And I think in today's day and age that
12 we're getting out there with First Nation issues, and if
13 you're going to work for a First Nation police service, you
14 should probably be educated on that before even applying.
15 But I know that there is an aspect of basic constable
16 training where they teach about First Nation people and our
17 struggles.

18 **MS. KRISTYN ORDYNIEC:** Thank you. And maybe
19 we could move on, specifically with respect to your work
20 with domestic assaults and victims of domestic violence.

21 Can you speak just briefly on your
22 interaction with an individual who has undergone some
23 serious abuse or a violent situation?

24 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes,
25 absolutely. In my capacity as a detective constable and a

1 abuse issues coordinator, I'm responsible for any major
2 sexual assault in the two regions that -- on the map there.
3 So an officer or our detective sergeant will contact me and
4 let me know that there is a victim that's been assaulted,
5 and they'll let me know where they're gone.

6 When a First Nation woman reports a sexual
7 assault in a northern community, she unfortunately is faced
8 with the decision and choice to seek medical help outside
9 of the community. There is a nursing station, but most
10 nursing stations will send a victim of sexual assault to
11 Sioux Lookout, which is an hour plane ride south of their
12 community.

13 So they're given the option to seek medical
14 help and leave their home community and leave their family.
15 They're allowed to take one escort with them to attend
16 Sioux Lookout, or they're given -- they receive specific
17 care to have the sexual assault evidence kit done, and then
18 they are allotted one week of counselling, and once that
19 counselling is done, they are sent back to their
20 communities and they just -- there's very little follow up
21 support for them when they return.

22 Now, for the females that report and choose
23 not to leave their communities, I did a push with the OPP
24 two years ago to do -- to have kits done in the First
25 Nation communities so that a victim doesn't have to sit

1 with the fact that they have been assaulted sexually and --
2 because the first thing that a victim wants to do is
3 shower.

4 And sometimes when they're flown out of the
5 community, we're looking at things like weather, we're
6 looking at things like plane problems. So sometimes we've
7 had victims -- we've told them, you know, please don't
8 shower yet, you know. But I can't even imagine sitting in,
9 you know, what's left behind after being assaulted, and if
10 we can't get them out, unfortunately, that's some of the
11 cases that we've had to deal with.

12 **MS. KRISTYN ORDYNIC:** Could you expand a
13 little bit on the barriers to reporting these sorts of
14 incidents to the police?

15 **DETECTIVE CONSTABLE ALANA MORRISON:** The
16 barriers to reporting are so horrific in my mind because,
17 first and foremost, when a woman comes forward to police in
18 the community, no matter how small the community or how
19 large, the community gets word. It gets out. If there's a
20 NAPS truck or a Nishnawbe-Aski Police truck sitting outside
21 of someone's home, I mean, people can only, you know, make
22 assumptions. But your business is not your business.

23 So you got to deal with small communities,
24 you got to deal with the fact that you're still in a small
25 community where the offender lives, you are having to see

1 their family. And that's not even to mention my very
2 upfront -- I'm very upfront with the victims that I come
3 into contact with to tell them that -- because I don't want
4 them to get caught off guard by a court that is going to be
5 held in that same community when they have sit less than
6 10 feet away from the person that raped them.

7 And there should be more support when it
8 comes to these ladies, these brave ladies, because I can't
9 imagine, you know, being ostracized in a small community
10 for trying to do what's right, for trying to protect your
11 own body and for trying to help yourself.

12 **MS. KRISTYN ORDYNIEC:** Thank you. Could you
13 also discuss how the family is affected when a woman
14 experiences an incident of violence?

15 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes. I
16 just had a case a couple of weeks ago where a young 12 year
17 old girl was assaulted by her biological grandfather and
18 she didn't report it right away. But, when she did,
19 because the nurse felt that it was deemed historical, that
20 she was put on a lower priority to come out for
21 counselling, so she was told it would be three to four
22 weeks before she and one escort can come out. And, I just
23 -- I had to confirm with the nursing station that that was
24 true.

25 I thought that that -- you know, because --

1 it was ridiculous because this affected the whole family.
2 This affected mom. This was dad's father. Clearly it
3 affected the 12 year old. And, to be put lower on a
4 priority level only because she didn't report right away,
5 and then also to have the fact that only you and your
6 mother can come out, and mom had to leave the other small
7 babies at home. With that particular case, we managed to
8 get the whole family out, and I managed to find immediate
9 counselling for her in Thunder Bay with another non-profit
10 agency that -- their mandate was only to take 14 and over,
11 but once I told them the story, they took her. No
12 problems. But, that's just one case.

13 **MS. KRISTYN ORDYNIEC:** Are there
14 difficulties in finding funding and those community
15 partners when there's an inability to get the family out of
16 the community when it's required?

17 **DETECTIVE CONSTABLE ALANA MORRISON:** The
18 first part of your question? I didn't...

19 **MS. KRISTYN ORDYNIEC:** Is that a difficulty
20 that you face with respect to having families leaving the
21 community in those times of difficulty?

22 **DETECTIVE CONSTABLE ALANA MORRISON:** Sadly,
23 it became an acceptance, where it's -- I just thought,
24 okay, that's what I have to work with, so I just accepted
25 it. And, that's part of my reason for being here today, is

1 because that shouldn't be accepted, because if it affects
2 the whole family, the whole family needs counselling.

3 And, in that particular case -- like, it
4 wasn't that hard to find the extra help, but it shouldn't
5 be where this 12 year old was told, you know, you're on a
6 lower priority now.

7 **MS. KRISTYN ORDYNIEC:** Thank you. Are there
8 any occasions where a woman who has experienced an incident
9 of violence refuses to leave the community?

10 **DETECTIVE CONSTABLE ALANA MORRISON:**

11 Absolutely. Home is home. And, I get it. And, home is
12 comfort. And, for a woman to be told, because you've been
13 assaulted so bad that you have to get medevaced out of your
14 community, and you could only take one person with you and
15 you're away from your babies when -- I know personally that
16 when I was going through my issues, that that's all I
17 wanted, was my children with me and to try and -- you know,
18 try and -- it just helps you feel a lot better. So, yes,
19 it's sad to know that that's the choice they're given.

20 **MS. KRISTYN ORDYNIEC:** And, what do you see
21 as necessary for a woman to feel safe and to be able to
22 stay in her community after such an experience?

23 **DETECTIVE CONSTABLE ALANA MORRISON:** Well,
24 my drive to have community based support is very strong,
25 and that's, sort of, what led to a program that I developed

1 in the last year. Community based support is so important.
2 There's not enough of it in the 34 communities that NAPS
3 polices.

4 When a woman goes back, like I said earlier,
5 after being assaulted, she is back into the same, you know,
6 realm, she returns and -- you know, there is a counsellor
7 that comes in, she can access services at the nursing
8 station, but I think to have that specialized care for
9 sexual assaults and domestics are huge and very important.

10 **MS. KRISTYN ORDYNEC:** So, maybe we could
11 move on then, to the program, and it's called the Survivor
12 Assistance Support Program ---

13 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

14 **MS. KRISTYN ORDYNEC:** --- is that correct?

15 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

16 **MS. KRISTYN ORDYNEC:** And, if I could ask
17 that -- if you go two slides and we'll see the logo of the
18 Survivor Assistance Support Program on the screen. And,
19 Detective Constable Morrison, could you explain the logo
20 for us?

21 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes,
22 absolutely. This was a logo that I drafted myself. And,
23 there was two different options that I was given for my
24 swag, but they -- so it's actually a flip of the actual
25 Nishnawbe Aski Police Service badge. And, it's flipped for

1 the sense that in our NAPS logo, you have men and women,
2 with the man on the outside, and I flipped it and changed a
3 few things. So, I have a woman on the top and a man on the
4 bottom, not that -- don't get me -- most of the victims I
5 deal with are females, so -- so we have, like, the sun and
6 we have feathers, and we have her braided hair for strength
7 and -- yes, so that's, kind of, the logo.

8 **MS. KRISTYN ORDYNIAC:** Thank you. Could you
9 explain or briefly give an explanation of the overview and
10 your vision when you started this program?

11 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.
12 During my years in First Nation policing, I identified a
13 gap, and that was because I worked in two of the busiest
14 communities that NAPS polices, one being Mishkeegogamang
15 and one being Cat Lake First Nation.

16 During my time on the road and frontline
17 policing, I found that once a victim was reported -- a
18 victim reported an assault, they were interviewed, the
19 accused was arrested, the accused is taken out of the
20 community. And, it was so hard as a frontline officer,
21 because we were so busy going call to call, it was hard to
22 get back and give that personal unique care that they so
23 deserve once they reported an assault in these communities.

24 So, I observed that -- as a frontline police
25 officer, I would send out their referral form to victim

1 services, and sometimes -- and it's no fault of their own,
2 they're all so busy as well too, they were not contacted
3 right away. So, you have somebody that's just reported a
4 sexual assault, they're very vulnerable at that point, and
5 they're not contacted. And, I tried to do the best that I
6 can to update them and let them know what was happening
7 with the accused. And so, that was something that bothered
8 me from years back.

9 So, as I carried on, I was actually seconded
10 to the York Regional Police last year so -- and taken out
11 of my role as a detective for the time I was with them.
12 So, I had a little bit more down time and I started a
13 business proposal to address that actual gap. And, it
14 encompassed having somebody -- like, not somebody, but an
15 officer specifically there, in the busier communities, to
16 approach the victims right away, to meet with them, to
17 establish what their needs are, to establish, you know,
18 their vulnerability, to establish if they're new to the
19 legal system, and someone to just provide that comfort
20 first and foremost. Like, when you're just getting into
21 the justice system -- I mean, I can imagine how confusing
22 it could be.

23 So, part of the -- when I was working on the
24 business proposal, the Deputy Chief of NAPS, he let me know
25 that there was a call for proposals from the Ministry of

1 Attorney Generals. So, it, kind of, turned out where I
2 ended up flipping my business case into a proposal with the
3 Deputy Chief's help. And, further to the gap of the -- an
4 officer working with the victim, we also realized that in
5 the communities, that there's not enough education out
6 there for our women as far as knowing what's an assault,
7 what's a sexual assault.

8 And, we applied for the grant last year and
9 we were successful early on in February of this year. So,
10 the program itself is still in its infancy stages. We're
11 about three months in right now. But, we have four
12 communities that we've identified to start this pilot
13 project, and that's Mishkeegogamang, Sandy Lake First
14 Nation, Moose Factory and Attawapiskat First Nation. So,
15 with this proposal I was able to hire two females that
16 basically had the same background as myself. And it just
17 kind of turned out to be -- it was just chance that they
18 had this background.

19 So they -- and I think that's so important
20 when you're working with victims, especially First Nation
21 females that they can, number one, relate to the woman that
22 they're speaking to because both of these ladies are First
23 Nation, and they can understand because they've been
24 through that kind of lifestyle themselves and had some
25 experience with assaults as well, too.

1 And the reason for these communities --
2 these four particular communities is because of the fast-
3 paced nature of them, and also for the fact that we were
4 looking at stats because we made the correlation between
5 the fact that sexual assault, domestic violence, definitely
6 has an impact on our suicide rate.

7 It also has an impact on women leaving those
8 communities and coming into the urban centres and becoming
9 more vulnerable out in the cities. So the stats, also,
10 that we were looking at, was to see the difference between
11 if a victim is supported right from the get-go all the way
12 to court, if that makes a different impact on them
13 testifying and being in that small community when they have
14 the accused sitting across the room from them. And if you
15 have that support, then I'm hoping in the end -- like I
16 said, the program's in its infancy stages but that that'll
17 be the difference because it's always been such a struggle.
18 And in 2018, I'm still dealing with victims that don't have
19 phones, and so when Victim Services becomes involved they
20 have no way to contact them. You can send a letter. Yes,
21 they get it. Whether they choose to call or not, that's up
22 to them.

23 And the program itself has these two ladies.
24 I wish it were more communities but these two ladies are
25 able to do check-ins with the victims and see if they've

1 actually accessed the resources that the Victim Services
2 can give them.

3 The program itself is not to replace any
4 Victim Services; it is actually to enhance what's there
5 because I think the more help, the better. And I don't
6 think you can have too much help for anyone that, you know
7 -- because sometimes, you know, you don't -- there's a
8 trust that needs to be formed between somebody that's
9 trying to help you and the more -- if you have choice,
10 because they didn't have choice, I think that's very
11 powerful in their healing journey.

12 **MS. KRISTYN ORDYNIEC:** Thank you.

13 How long is the program currently funded
14 for?

15 **DETECTIVE CONSTABLE ALANA MORRISON:**

16 Unfortunately, I am scrambling for money. It was allotted
17 to us for a year. And, like I said, we're three months in
18 and I'm -- I have another -- I put another concept in to
19 the Federal Government to try and expand my program by two
20 communities, another officer, and two more years. So I
21 have yet to wait and hear. I was told it was going to be -
22 - they would get back to me in May, early June but I just
23 received an email a couple of weeks -- or last week and
24 they said it won't be until August. So, yeah, I'm -- I
25 wish -- I need to find more money.

1 **MS. KRYSZTYN ORDYNIEC:** And when you were
2 seeking this money, did you have assistance from anyone or
3 were you doing all of the work yourself?

4 **DETECTIVE CONSTABLE ALANA MORRISON:** Well,
5 mainly my biggest help and support was the Deputy Chief of
6 Police, and we live together so ---

7 (LAUGHTER)

8 **DETECTIVE CONSTABLE ALANA MORRISON:** So we
9 would spend many nights in our kitchen working on this
10 proposal together, outside of our work hours because he and
11 I are both busy during the days. So we would -- we had no
12 experience, either of us, to write proposals; neither one
13 of us had written one before. But we sat up and worked on
14 it and, yeah, I couldn't believe that we got the funding.
15 I mean, I was so thankful for it but we managed to pull it
16 off.

17 **MS. KRYSZTYN ORDYNIEC:** And what is your
18 long-term vision for this program?

19 **DETECTIVE CONSTABLE ALANA MORRISON:** Well,
20 my long-term vision definitely is to see Victim Services at
21 this level where it's immediate, where a victim doesn't
22 have to wait to have somebody sit with them and explain the
23 process; to hear them, what their concerns are. Because I
24 feel, as officers, we go in, we react, we deal with the
25 accused, and then unfortunately in the faster moving

1 communities, you go on to the next call. And if you have a
2 little bit of downtime you're able to go back and check on
3 the victim yourself because maybe you see them around the
4 community or whatnot. But for a woman that -- for my own
5 experience and everyone that I -- all the ladies and young
6 children that I've interviewed over the years, at that
7 time, you don't know what it is that you really want or
8 need. You do know that you need your family; you do know
9 that you need your children, and being a victim myself I
10 just -- I can't imagine being faced with do you want help
11 medically, or do you want your family? Like, that's
12 surreal.

13 **MS. KRISTYN ORDYNIEC:** You talked about all
14 of the work that you've done. Could you speak on the
15 fatigue that officers face in the Nishnawbe-Aski Police
16 Service, and specifically the officers who are dealing with
17 these -- these horrific incidents on a regular basis?

18 **DETECTIVE CONSTABLE ALANA MORRISON:** Well, I
19 know for certain that -- like I said earlier, the officers
20 that Nishnawbe-Aski Police employs are phenomenal human
21 beings; number one for the fact that they themselves leave
22 their families and travel great distances to our
23 communities. And there is -- my God, there's so many of
24 them that police with their heart, meaning that they give
25 that extra attention the best they can. And, yeah, we deal

1 with the same victims over and over again. Yes, we're
2 sleep-deprived; yes, we can go 48 hours without sleep. But
3 there's a drive within these NAPS officers that is just --
4 is phenomenal.

5 And they deal with -- I mean, we all deal
6 with compassion fatigue to a certain degree because, I
7 mean, you know, you're in a small community, and yeah,
8 unfortunately you do end up with the same victims, the same
9 accuseds, and it can get frustrating at times, for sure.

10 **MS. KRISTYN ORDYNIAC:** And have you felt
11 supported by the Nishnawbe-Aski Police Service yourself in
12 your role, especially in this role?

13 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes,
14 absolutely. It's -- I know for sure that I am supported in
15 the sense that my Chief -- because the support is mutual
16 and the feeling is mutual, I respect him, Chief Terry
17 Armstrong, so much for his vision, for his ethical nature
18 and for -- he's -- he just -- he's a do-the-right-thing
19 kind of guy, and I respect that so much.

20 NAPS has -- we have an employee assistance
21 program, and I'm not ashamed to say that I need counselling
22 and I access it because I'm carrying the stories of
23 hundreds of women in my heart and in my soul. And does it
24 get overwhelming? Yeah.

25 **MS. KRISTYN ORDYNIAC:** On that note, I

1 wonder if you could share with the Commission -- I know you
2 had some recommendations, if you wanted to just take a
3 minute, and then anything else that you would like to put
4 on record while we're here.

5 **DETECTIVE CONSTABLE ALANA MORRISON:** Well, I
6 think everyone can kind of see where I'm going with
7 recommendations, as far as community-based assistance, as
8 far as community-based compassionate care when a victim
9 returns to her community. I would even like to see that
10 care given in the community with women shelters at the --
11 in the communities. We only have a few in the North.
12 There's one in Mishkeegogamang but Mishkeegogamang isn't a
13 fly-in community, it's a drive-in. But most of the other
14 communities that are fly-in, they don't have women
15 shelters, they don't have a place where a woman can go to
16 feel safe, much less take her children. And so, obviously,
17 more community-based support.

18 I think it's very important for any police
19 service that deals with First Nation people; in particular,
20 our more vulnerable victims, that they have that
21 specialized training when it comes to interviews; when it
22 comes to working these cases. And, just that additional
23 training, and -- I mean, you can't teach compassion, but
24 finding specific individuals that are compassionate, and
25 act -- you know, care about the work that they do is so

1 very important.

2 So, having these specialized units, even a
3 unit, I think it's important that, also for NAPS, that we
4 had just a victim -- or a sexual assault unit, because as
5 it stands right now, all the detectives that I work with
6 right now, we all carry a caseload of approximately -- 80
7 percent of our caseload is sex assaults right now. We did
8 a -- there was a study -- no, not a study, but stats were
9 done, I believe it wasn't last year, the year before, where
10 they compared us to the crime unit in Sioux Lookout, OPP.
11 And, we were carrying a benchmark caseload, and "benchmark"
12 means your higher level cases, of about 75 cases per
13 detective, and then the OPP were carrying approximately
14 anywhere -- between 30-some cases per detective in their
15 unit.

16 So, we're stretched very thin, and we have
17 to shift gears constantly during the day from dealing with
18 a serious sexual assault to, you know, a break-and-enter,
19 or an arsine, or an aggravated assault. So, one
20 recommendation, obviously, would be to have added funding
21 for the specialized units within First Nation services,
22 that added training -- I'm trying to think of what else I
23 had.

24 Oh, yes. Victim Services for all the
25 communities in the sense that there is an advocate for the

1 victims going through the court process that is able to
2 address the court issues, because when court happens in our
3 First Nation communities, it's pandemonium because you've
4 got the judge flying in, you've got the counsel flying in,
5 you've got the defence flying in, you've got Victim Service
6 flying in, and the NAPS officer has to drive back and forth
7 to get everyone to the school where it's happening, to get
8 everyone set up in the community hall where it may be
9 happening. There's no courthouses in the communities, so
10 sometimes we take over a portion of a school.

11 So, in all that pandemonium, there is no --
12 or there's very little victim prep for court. So, is that
13 a challenge? Absolutely, it is, because they'll show up to
14 court, but they're not prepared; you know? And, I know the
15 Crowns and the Victim Services try to do the best they can
16 and come in the day before, but, I don't know, I think
17 sometimes that it needs to be ongoing so that that
18 individual feels supported and almost held all the way
19 through, because that's not an easy, you know, road that
20 we're dealing with, because sometimes court doesn't happen.
21 Some communities, it happens four times a year in these
22 communities, so can you imagine being a victim who has to
23 wait so long to deal with, you know, what you started off
24 trying to protect yourself and your body?

25 **MS. KRISTYN ORYNIEC:** We don't have much

1 time, but I know that there were some inquest
2 recommendations that were in the materials. And, I think
3 if -- with the Commissioners' permission, we will enter
4 those as exhibits. So, I just wanted to give you one last
5 opportunity to conclude. We do have a few seconds left.

6 **DETECTIVE CONSTABLE ALANA MORRISON:** I just
7 wanted to thank everybody for having me here today, and I
8 just hope that through all of this that -- you know, that
9 something good and positive comes out for the victims that
10 I deal with. And, I just wanted to thank you all very
11 much.

12 **MS. KRISTYN ORDYNIEC:** Thank you.

13 **MS. MEREDITH PORTER:** Thank you, counsel.
14 And, thank you, Detective Constable Morrison, for your
15 testimony. The next witness that I would like to call is
16 Sergeant Dee Stuart who is the Officer in Charge for
17 Indigenous Policing with RCMP, Division E. And, counsel
18 leading the testimony of Sergeant Stewart is Anne Turley
19 with the Government of Canada.

20 **MS. ANNE TURLEY:** Thank you. Good morning.
21 Sergeant Stewart would like to promise on the feather.

22 **MR. BRYAN ZANDBERG:** Good morning, Sergeant
23 Stewart.

24 **SERGEANT DEE STEWART:** Good morning.

25 **MR. BRYAN ZANDBERG:** Do you promise to tell

1 your truth in a good way today?

2 SERGEANT DEE STEWART: I do.

3 SERGEANT DEE STEWART, Affirmed

4 MR. BRYAN ZANDBERG: Thank you.

5 --- EXAMINATION IN-CHIEF BY MS. ANNE TURLEY:

6 MS. ANNE TURLEY: Thank you. Good morning,
7 Chief Commissioner, Commissioners. Good morning, Sergeant
8 Stewart.

9 SERGEANT DEE STEWART: Good morning.

10 MS. ANNE TURLEY: Commissioner -- Chief ---

11 SERGEANT DEE STEWART: Oh, I'm sorry. I'd
12 like to thank everybody for allowing me to be here today.

13 MS. ANNE TURLEY: Yes, I thank Treaty 4 for
14 having us on your lands this whole week. Chief
15 Commissioner, Commissioners, we have provided you with a
16 book of documents with seven tabs. Again, these are
17 documents that have already been produced to the parties.

18 Sergeant Stewart, we're going to start a bit
19 with your background. You are from the Shuswap First
20 Nation in BC?

21 SERGEANT DEE STEWART: Yes.

22 MS. ANNE TURLEY: And, you joined the RCMP
23 in 2000?

24 SERGEANT DEE STEWART: Yes, I did.

25 MS. ANNE TURLEY: And, your brother, in

1 fact, is a member as well?

2 **SERGEANT DEE STEWART:** Yes.

3 **MS. ANNE TURLEY:** And, in 2000, when you
4 were first posted, that was to Prince Rupert in BC?

5 **SERGEANT DEE STEWART:** Yes.

6 **MS. ANNE TURLEY:** And, following that, you
7 were posted to the coastal policing unit in Prince Rupert?

8 **SERGEANT DEE STEWART:** Yes, I was.

9 **MS. ANNE TURLEY:** And, in that position, you
10 had -- were policing in remote Indigenous communities?

11 **SERGEANT DEE STEWART:** Yes.

12 **MS. ANNE TURLEY:** And, can you explain to
13 the Commissioners which communities those were?

14 **SERGEANT DEE STEWART:** They were Kitkatla,
15 Hartley Bay and Lax Kw'alaams.

16 **MS. ANNE TURLEY:** And, how were those
17 communities accessed?

18 **SERGEANT DEE STEWART:** They were fly and
19 boat-in only.

20 **MS. ANNE TURLEY:** And, how many years did
21 you spend in those communities?

22 **SERGEANT DEE STEWART:** Two years.

23 **MS. ANNE TURLEY:** And then following that,
24 in 2002, you were posted to Kamloops, BC?

25 **SERGEANT DEE STEWART:** Yes.

1 **MS. ANNE TURLEY:** And, you were a general
2 duty police officer?

3 **SERGEANT DEE STEWART:** Yes. The uniqueness
4 of Kamloops for me was my dad is from Kamloops Indian Band,
5 so I was lucky to be able to still work within my community
6 even though I was doing general duty policing.

7 **MS. ANNE TURLEY:** And, you were there for
8 three years?

9 **SERGEANT DEE STEWART:** Yes.

10 **MS. ANNE TURLEY:** And then in 2005, you
11 accepted a position with the RCMP Headquarters for BC?

12 **SERGEANT DEE STEWART:** Yes.

13 **MS. ANNE TURLEY:** And, that's called E
14 Division?

15 **SERGEANT DEE STEWART:** Yes.

16 **MS. ANNE TURLEY:** And, that was in
17 Indigenous policing services?

18 **SERGEANT DEE STEWART:** Yes.

19 **MS. ANNE TURLEY:** And, you've been with
20 Indigenous policing services for the past 13 years?

21 **SERGEANT DEE STEWART:** Yes.

22 **MS. ANNE TURLEY:** And, you've held various
23 positions?

24 **SERGEANT DEE STEWART:** Yes, it's been a
25 phenomenal career.

1 **MS. ANNE TURLEY:** And, all those positions,
2 I understand, have been geared towards building positive
3 relationships with Indigenous communities?

4 **SERGEANT DEE STEWART:** Yes.

5 **MS. ANNE TURLEY:** Can I have you look at Tab
6 1 of the book of documents? Is this a copy of your
7 biography?

8 **SERGEANT DEE STEWART:** Yes.

9 **MS. ANNE TURLEY:** And, Chief Commissioner, I
10 would ask that this biography be marked as the next
11 exhibit.

12 **CHIEF COMMISSIONER MARION BULLER:** What
13 we'll do is we'll mark all the exhibits during the lunch
14 break.

15 **MS. ANNE TURLEY:** Okay. Thank you.

16 **CHIEF COMMISSIONER MARION BULLER:** Just
17 continue right through, please?

18 **MS. ANNE TURLEY:** Thank you. Sergeant
19 Stewart, can you explain to the Commissioners what the BC
20 Indigenous policing services section is responsible for,
21 its role and mandate?

22 **SERGEANT DEE STEWART:** Our purpose is to
23 lead and bring proactive -- like a culturally sensitive
24 policing to our communities within BC, work with our
25 communities and contribute, you know, to the health and the

1 safety of our communities within BC.

2 **MS. ANNE TURLEY:** And, how many Indigenous
3 communities are there in BC?

4 **SERGEANT DEE STEWART:** There's over 200.

5 **MS. ANNE TURLEY:** And, do other divisions
6 within the RCMP in other provinces and territories also
7 have Indigenous policing services?

8 **SERGEANT DEE STEWART:** Yes, they do.

9 **MS. ANNE TURLEY:** And, is there any national
10 coordination between all the divisions?

11 **SERGEANT DEE STEWART:** Yes, National
12 Aboriginal Policing actually coordinates annual together.
13 So, we all get together and we can share best practices,
14 and we do teleconferences with them, so we can share best
15 practice. I always call it stealing best practices from
16 other communities that are working for them.

17 **MS. ANNE TURLEY:** And, if I can ask for the
18 first slide to be put up? And, this is also -- if I can
19 have you turn to Tab 2 of your book of documents?

20 **SERGEANT DEE STEWART:** Tab 2.

21 **MS. ANNE TURLEY:** And, what is it, we see it
22 on the slide here and the first page at Tab 2?

23 **SERGEANT DEE STEWART:** This is one of our
24 canoes. We have actually two canoes, and it's one of the
25 journeys we went on.

1 **MS. ANNE TURLEY:** And, what is this material
2 about? Is it -- it's about the Aboriginal policing
3 services?

4 **SERGEANT DEE STEWART:** Yes, it was actually
5 a flyer that we created for remote communities or for our
6 recruiter and our program coordinator so that when they
7 travel, they actually had material they could hand out to
8 our communities. Especially if they're in recruiting
9 forums, where it's a large one and our First Nations, you
10 know, kids are running around, and they can grab stuff, and
11 read on it, and we can share with Chief and Council.

12 We send it electronically now, but this was
13 the one that -- well, I guess I shouldn't say we send it
14 always electronically. Our recruiter still carries it
15 around because she goes to so many remote communities.

16 **MS. ANNE TURLEY:** And, when you joined
17 Aboriginal Policing Services in 2005, what position did you
18 hold?

19 **SERGEANT DEE STEWART:** I was the program
20 coordinator.

21 **MS. ANNE TURLEY:** And so, as a program
22 coordinator, you were responsible for a number of programs?

23 **SERGEANT DEE STEWART:** Yes.

24 **MS. ANNE TURLEY:** And, one of them is the
25 Aboriginal Canoe Journeys Program?

1 **SERGEANT DEE STEWART:** Yes. I was
2 coordinating our canoes, the two canoes that we had, and
3 facilitating it to go on canoe journeys. So, that meant I
4 got to go on a lot of canoe journeys and get paid, so it
5 was amazing. I had to keep that on the down low.

6 **MS. ANNE TURLEY:** On the down low that you
7 were enjoying your job?

8 **SERGEANT DEE STEWART:** Yes. Yes. Loved it.
9 But, I guess a big reward of the canoe journeys is it was
10 RCMP members and Aboriginal youth or elders that were
11 connecting and going on these canoe journeys. It's one of
12 the programs I was really proud of.

13 **MS. ANNE TURLEY:** And, the picture we see or
14 that was up on the screen of the canoes, is that one of the
15 canoes that you bring on the journeys?

16 **SERGEANT DEE STEWART:** Yes. We have two
17 that we have in our -- attached to headquarters, and right
18 about now, they're all over B.C. But, I'd like to add that
19 many of our First Nation members like this program so much
20 that they did fundraising for their communities to acquire
21 canoes so that they could continue on and not borrow my
22 canoe all the time.

23 **MS. ANNE TURLEY:** And, when did this program
24 start?

25 **SERGEANT DEE STEWART:** Oh, over 13 years

1 ago. Yes.

2 **MS. ANNE TURLEY:** And, has it been a
3 successful program in terms of trying to bridge the gap
4 between the RCMP and Indigenous communities?

5 **SERGEANT DEE STEWART:** Oh yes. Yes. It's
6 been phenomenal. Just bridging the gap when you have First
7 Nation youth and elders, and you have an RCMP member, and
8 you start out and you first meet each other and/or you
9 bring your youth and they get to meet other youth. Some of
10 our canoe journeys are on the ocean, and for my interior
11 family, it's mindboggling. You spend the entire day
12 collecting 7,000 shells because they have never been in the
13 ocean. So, just that awareness for the youth as well is
14 amazing, and the members get to bring them on that and
15 connect with them during that. So, I find it very, very
16 successful.

17 **MS. ANNE TURLEY:** And, the RCMP members that
18 would bring youth and elders on the canoe journeys, are
19 they all Indigenous police officers?

20 **SERGEANT DEE STEWART:** No. I have 108
21 members within Aboriginal policing in B.C., and I would say
22 half of them are Aboriginal, but the members that take
23 them, non-Indigenous, are as amazing as and committed as
24 Aboriginal members. So, they're not always, no.

25 **MS. ANNE TURLEY:** And, I'm going to ask you

1 to look at Tab 3 of the book of documents. This is a
2 document entitled Nicola Canoe Pull 2018. Can you explain
3 what this is?

4 **SERGEANT DEE STEWART:** This is -- what
5 happens is the First Nation policing member of that
6 section, and Merritt has actually coordinated a canoe
7 journey. It says it's the fourth annual canoe journey. It
8 didn't happen last year because of the B.C. fires.

9 So, they send it to my unit, and my unit
10 fans it out, and as you can see on that actual photo,
11 there's a few more than two canoes there. So, other
12 communities partake in it and come, and this is just one of
13 the ones that's coming up, actually. That's where I will
14 be July 23rd to the 25th.

15 **MS. ANNE TURLEY:** Another program that you
16 were responsible for as program coordinator was called
17 Ageless Wisdom Program.

18 **SERGEANT DEE STEWART:** Yes.

19 **MS. ANNE TURLEY:** If I can ask for the next
20 slide to be put up? Can you explain to the Commissioners
21 what this program is and how it came to be?

22 **SERGEANT DEE STEWART:** The Ageless Wisdom
23 Program actually came on the heels of the residential
24 school payments. Crime prevention, actually, in B.C. was
25 recognizing that these payments were going to come out, and

1 we had already been talking with them about a few of the
2 vacuum salesmen that were suddenly hitting our communities,
3 water filtration systems that my mother bought.

4 So, when I talked to crime prevention and
5 they had this program -- or they developed this program for
6 this, we started rolling it out in B.C., and I was
7 travelling all over B.C. facilitating it and giving it to
8 our elders, explaining that 1234 was not a good PIN number
9 every time. But, I also was invited to the Elders
10 Conference, which is a large conference in B.C. to do a
11 presentation there, and that was in my early 2005 time,
12 2006.

13 **MS. ANNE TURLEY:** And, you did a
14 presentation on the Ageless Wisdom Program?

15 **SERGEANT DEE STEWART:** Yes. And, that
16 program is ---

17 **MS. ANNE TURLEY:** So, at Tab 4, and we have
18 the front page, I believe, of a brochure up there, if you
19 can explain to the Commissioners what this is?

20 **SERGEANT DEE STEWART:** So, with that
21 presentation -- this presentation is handed out, or if the
22 members are going to facilitate it, they can get it
23 electronically, but they also can get these handouts with
24 it. And, this is just one handout that's given to them.
25 There's, like, a personal safety handout and an elder abuse

1 handout, but it allows for -- sometimes community members
2 don't want to -- when we do the presentation, there's not a
3 lot of talking back and forth, and disclosures, and
4 whatnot, but they can at least walk out with some
5 information, some phone numbers, and whatnot, that will
6 help them. And, this particular one is addressing
7 prevention tips and whatnot for them.

8 **MS. ANNE TURLEY:** And, who gives -- you
9 talked about you going across the province giving these
10 presentations. Who else would give these presentations?

11 **SERGEANT DEE STEWART:** FNP members that are
12 in B.C., and there's 108 of them.

13 **MS. ANNE TURLEY:** And, when you say FNP,
14 that stands for?

15 **SERGEANT DEE STEWART:** First Nations
16 policing members. Sorry.

17 **MS. ANNE TURLEY:** Thank you. And, I believe
18 that in our materials, there's also given a link to the
19 RCMP website that gives more information on this program?

20 **SERGEANT DEE STEWART:** Yes. Yes.

21 **MS. ANNE TURLEY:** Another program that you
22 were responsible for as program coordinator was called the
23 Law Enforcement Preparation Program at Nicola Valley
24 Institute of Technology. Can you explain to the
25 Commissioners the RCMP involvement in this program?

1 **SERGEANT DEE STEWART:** Okay. Nicola Valley
2 Institute of Technology is based in the centre of the
3 interior, in Merritt. Actually, that's where my family is
4 from as well. But, they are an Aboriginal public post-
5 secondary school. So, dominantly Aboriginal students
6 there.

7 But, in 2004, a retired member had seen a
8 vision then to develop a program called a Law Enforcement
9 Preparatory Program, and it just gives Aboriginal
10 applicants an idea of some of the skills that would be to
11 *Criminal Code*, doing public presentations.

12 **MS. ANNE TURLEY:** Like this?

13 **SERGEANT DEE STEWART:** Yes. But, it also,
14 like I said, covers the *Criminal Code*, but also domestic
15 violence. And, it's a one-year program, and it helps them
16 -- I use it as a tool for myself, because I wish I had had
17 a little bit of knowledge on *Criminal Code* before I did my
18 law as well. I wish I had known a bit more when I went to
19 Regina, Saskatchewan, and had a little bit more knowledge
20 of the criminal code. That would have helped. But, this
21 is one program that we facilitate at. RCMP members
22 actually teach there. So, yes, they have a good
23 connection.

24 And, we've recruited from this program, but
25 the other thing that I'm proud of is some of the students

1 have actually gone to Corrections, sheriffs, other
2 municipal forces. We allow other municipal forces to come
3 in and do presentations. We have our own presentations
4 going, and they're shown different careers in the RCMP, but
5 that's a positive as well. So, as much as I want everybody
6 to come to the RCMP, I love it when they actually go ahead
7 and do other careers as well.

8 **MS. ANNE TURLEY:** In 2009, Sergeant Stewart,
9 you were promoted to corporal and you became the Aboriginal
10 policing recruiter with the division.

11 **SERGEANT DEE STEWART:** Yes.

12 **MS. ANNE TURLEY:** And, can you explain, as
13 Aboriginal policing recruiter what your responsibilities
14 were?

15 **SERGEANT DEE STEWART:** This was like my
16 dream job. It still is my dream job, but what I was
17 allowed to do was travel throughout B.C. recruiting First
18 Nations into the RCMP. I took away -- one thing I was
19 really proud of was an obstacle for many of our applicants
20 is travel, and you need to come to -- an information
21 session back then was mandatory. So, you need to come to
22 us as the RCMP and I'll do the information session, then
23 you go away and then you come back and write the exam, and
24 that's a huge obstacle for First Nations that are in remote
25 communities.

1 So, when I became the Aboriginal recruiter,
2 I took that away, and I travelled to them. ...I think the
3 main Aboriginal recruiter -- or the main recruiters thought
4 I was crazy when I was driving eight hours to administer an
5 exam to one person. But, to me, they needed to know they
6 were valued, and that if you want to write the exam, then
7 I'm going to come to you.

8 So, I did that. I travelled all through BC.
9 We've got a beautiful province and our communities are
10 amazing, but it was always a shocker when I was
11 administering the exam in the band office, but it was
12 something that -- it just -- it took away a barrier for
13 them.

14 **MS. ANNE TURLEY:** And, is this still done
15 today?

16 **SERGEANT DEE STEWART:** Yes. Yes.

17 **MS. ANNE TURLEY:** And, do you think it made
18 a difference in terms of recruiting Indigenous police
19 officers to the RCMP?

20 **SERGEANT DEE STEWART:** Absolutely. Because
21 my connections as an Aboriginal recruiter was I mentored
22 from start to finish. I've mentored people from the age of
23 16, where they don't have a driver's licence. I'm like,
24 hey, all you've got to do is get a driver's licence, finish
25 high school, and then you can start your process into the

1 RCMP. Mentoring them all the way and that's just part of
2 it. Having that connection is major.

3 **MS. ANNE TURLEY:** And, is part of it giving
4 them mentorship or any kind of support in writing the exam?

5 **SERGEANT DEE STEWART:** Yes. One of the
6 obstacles for our applicants was writing -- passing the
7 RCMP exam. I was one of them, so I knew that was an
8 obstacle. So, I would make sure I would take study
9 materials, things for them to look at that -- and then they
10 would have mock exams. And, now, the recruiting section
11 actually does sessions where they're assisting people in
12 learning about the exam and the physical requirements and
13 -- yes.

14 **MS. ANNE TURLEY:** And, are they doing those
15 in the communities?

16 **SERGEANT DEE STEWART:** My Aboriginal
17 recruiter does that.

18 **MS. ANNE TURLEY:** Another -- when you were
19 an Aboriginal recruiter, another program you were
20 responsible for was the Aboriginal Pre-Cadet Training
21 program which we heard a bit about from Commissioner Lucki
22 over the past two days.

23 **SERGEANT DEE STEWART:** Yes. Yes.

24 **MS. ANNE TURLEY:** Can you give a little bit
25 more information about this program and what it entails?

1 **SERGEANT DEE STEWART:** This program is a
2 national program. So, what we do is we bring anywhere from
3 22 to 24 youth from across Canada to Depot. So, they go to
4 Depot for three weeks of training -- they need to be
5 between 19 and 29, grade 12 education, a driver's licence
6 or making -- we can make some concessions with the driver's
7 licence as long as they're moving towards a driver's
8 licence. They come to Depot for three weeks and they go
9 through what a cadet would be doing for three weeks.

10 There's always mentors. So, I mentored for
11 over 10 years, and I would go and stay in the same barracks
12 and help them because someone from Nunavut would struggle
13 if they came. And, it was just constantly coaching, being
14 with them, telling them, you know, we're down 14 more days,
15 7 more days. Like, there's an end date here.

16 But, during that time, they get to go
17 through what Depot process is. So, they get to do the,
18 again, presentations -- which it's amazing to see someone
19 so shy walk into this program, and in three weeks, you
20 know, going, you know -- oh, at that time, Corporal
21 Stewart, I want to stay, and being able to just do a
22 presentation.

23 So, yes, they go through everything that we
24 do there, scenario based training, problem solving, that
25 type of stuff.

1 **MS. ANNE TURLEY:** And, you said you had
2 anywhere from 22 to 32, how many people would you have
3 applying to be a part of that program?

4 **SERGEANT DEE STEWART:** So, BC, this alone,
5 my recruiter got 60 people that wanted to know about the
6 program and are contacts. And, BC, I have an amazing
7 commanding officer, and she allowed me to have 10 positions
8 of the 32 positions -- anyways.

9 So, the recruiter got 60 contacts. Out of
10 those 60 contacts, she actually has already started working
11 with those 60 -- they're at different stages. Maybe they
12 might call and go, I have all those qualifications, and I
13 have a university degree and this is what I've always
14 wanted to do. And then she'll say, well, what do you want
15 to do? And, they'll be like, I don't want to do your
16 program. I want to apply. So, it's like, wow, straight
17 into the hiring process. And/or maybe they're like, oh,
18 I'm 19, I just graduated, you know, I've got my learners.
19 This is really all I wanted to do. And then we take them
20 into this program so they can have a better understanding.

21 **MS. ANNE TURLEY:** And, while they're there
22 for the three weeks at Depot, do they interact with the
23 regular cadet troops?

24 **SERGEANT DEE STEWART:** Yes, they're treated
25 exactly like the cadets are.

1 **MS. ANNE TURLEY:** Now, yesterday,
2 Commissioner Lucki was asked a question about the numbers,
3 the fact that since 1994, there had been about 490
4 graduates of the program, and the numbers were, I think,
5 about 52 or so had actually become regular members.

6 **SERGEANT DEE STEWART:** Mm-hmm.

7 **MS. ANNE TURLEY:** Do you want to address
8 that?

9 **SERGEANT DEE STEWART:** Yes. I think that my
10 fellow police officers up here will say, this is not a job
11 for everybody, and this program allows them to see what our
12 life would be like, what training would be like, what it
13 would be like in the field. I'm a strong believer that you
14 have to come to the RCMP because you really have a passion,
15 and really want to do it and you really want to work in our
16 communities.

17 So, I also think the benefit is, they've now
18 come and they can tell our story. So, they've come to
19 Depot, they've done the three weeks, and I don't know
20 anyone that has ever left Depot in the years I've done it
21 that hasn't said, wow, I didn't know that's what you cops
22 did, you know, I didn't know that's how intense the
23 training was.

24 So, we've got over 50, yes, but there's
25 always the great thing too is, we have them that have gone

1 to tribal forces. We have two from 2017 that went to
2 tribal forces. We have them that gone, again, corrections,
3 sheriffs, border services, fisheries -- those to me are
4 still wins. I'm always proud of them.

5 Do they keep in touch with me? Yes.
6 Sometimes I get a lot of e-mails about what they're doing
7 and what career paths they're going on. And so, it's still
8 a win. Maybe they're not RCMP officers, but they've gone
9 out and done something police wise.

10 **MS. ANNE TURLEY:** Now, the facilitators of
11 this program, are they Indigenous officers?

12 **SERGEANT DEE STEWART:** Yes. This year, we
13 had Corporal Boismétis (phonetic) and Corporal
14 Pitawanakwat, common spelling. She attended this year.
15 She's my Aboriginal recruiter.

16 **MS. ANNE TURLEY:** And, I'm going to ask you
17 to turn to Tab 5 of the Book of Documents.

18 **SERGEANT DEE STEWART:** Okay.

19 **MS. ANNE TURLEY:** This is a document
20 entitled, Aboriginal Pre-Cadet Training Program, APTP ---

21 **SERGEANT DEE STEWART:** Yes.

22 **MS. ANNE TURLEY:** --- Overview, 2018. Can
23 you explain what this is?

24 **SERGEANT DEE STEWART:** Yes. I do an
25 overview for my commanding officer, and also for National

1 Aboriginal Policing, so they're updated on how the program
2 is going. And, this year, we had 27 that came to the
3 program, and then 15 actually applied in Depot to start the
4 process. And, Corporal Pitawanakwat helped them through
5 the start -- to start their application processes while
6 they were in Depot.

7 And, that gave an overview of some of the
8 stuff they did. One of the highlights there was the
9 students got a presentation from the Family Information
10 Liaison Unit, so they were -- once they get that
11 information, they get to take it home as well.

12 **MS. ANNE TURLEY:** Now, in terms -- you said
13 15 of the 27 pre-cadets have now applied to the RCMP or are
14 in the process of applying?

15 **SERGEANT DEE STEWART:** They applied at
16 Depot. Actually, we have one male Inuit that is starting
17 July 30th, and he's from Labrador, from that troop of this
18 year.

19 **MS. ANNE TURLEY:** And, he's going to be in
20 the regular cadet program?

21 **SERGEANT DEE STEWART:** Yes. Because like I
22 said, the people that are recruited to it might be thinking
23 about the RCMP, might be in the process, and this young
24 fellow is actually in the process, so he's pretty excited
25 and feels he has a leg up already.

1 **MS. ANNE TURLEY:** We're going to turn now to
2 your present position which is Acting Officer in Charge of
3 Indigenous Policing for E Division.

4 **SERGEANT DEE STEWART:** Yes.

5 **MS. ANNE TURLEY:** And, you've held this
6 position since 2016?

7 **SERGEANT DEE STEWART:** Yes.

8 **MS. ANNE TURLEY:** And, in this role, what do
9 you do?

10 **SERGEANT DEE STEWART:** I oversee an \$18
11 million budget and it encompasses 55 Community Tripartite
12 Agreements in BC, which is spread over four districts of
13 BC, and that encompasses 132 of the 200 First Nation
14 communities in BC, and that's about 65 detachments that my
15 First Nation policing members work in, and there's 108 of
16 them that work in those capacities.

17 **MS. ANNE TURLEY:** And, what is your role
18 with respect to these 108 First Nations policing officers?

19 **SERGEANT DEE STEWART:** My role is to manage
20 the budget of course, but also -- I have a unit below me
21 that I remind daily that they work for those 108 members in
22 those communities.

23 **MS. ANNE TURLEY:** What do you mean they work
24 for them?

25 **SERGEANT DEE STEWART:** They provide

1 assistance to them. If the First Nation policing member
2 needs a gang talk, my gang coordinator goes there. If they
3 want recruiting, a recruiter will go there and/or give them
4 the capabilities or the information so they can do their
5 own recruiting fair. Yeah.

6 **MS. ANNE TURLEY:** So let's talk about some
7 of the positions. I understand there's six positions that
8 report directly to you?

9 **SERGEANT DEE STEWART:** Yes.

10 **MS. ANNE TURLEY:** And the positions are all
11 to build positive community relationships?

12 **SERGEANT DEE STEWART:** Yes.

13 **MS. ANNE TURLEY:** And one of the positions
14 is called the Métis and Urban Indigenous Liaison. Can you
15 explain what that position does?

16 **SERGEANT DEE STEWART:** She works within
17 B.C.'s Métis communities. In B.C., there is over 90,000
18 self-identified Métis people, so she works in a capacity of
19 prevention talks. And -- recently, she did the Sashing Our
20 Warriors Campaign with them, which is to raise awareness
21 and stop violence against our Indigenous women and girls.

22 **MS. ANNE TURLEY:** And the officer who's
23 filing that position, is she Métis herself?

24 **SERGEANT DEE STEWART:** Yes, she is.

25 **MS. ANNE TURLEY:** And how long have you had

1 this position within "E" Division?

2 **SERGEANT DEE STEWART:** Two years.

3 **MS. ANNE TURLEY:** And why was it created?

4 **SERGEANT DEE STEWART:** We seen a need for
5 it, and I was given the opportunity, which is great,
6 through -- National Aboriginal Policing had the funding,
7 and I was able to actually get a position for my province.

8 **MS. ANNE TURLEY:** And are you aware whether
9 other divisions within the RCMP, other provinces or
10 territories have these same positions?

11 **SERGEANT DEE STEWART:** Yes, they do, yeah.

12 **MS. ANNE TURLEY:** Another position that
13 reports to you now is your former position, the Aboriginal
14 Recruiter?

15 **SERGEANT DEE STEWART:** Yes.

16 **MS. ANNE TURLEY:** And does the person who
17 performs this role still do what you did in terms of
18 travelling across the province?

19 **SERGEANT DEE STEWART:** She does. She's
20 never home, and neither was I, but she does an amazing job.
21 Very, very committed, very passionate and is a unbelievably
22 good mentor for the people she's recruiting.

23 **MS. ANNE TURLEY:** I'm going to ask for the
24 next slide to be put up.

25 Can you -- this is also at Tab 6 -- can you

1 explain to the commissioners what this is?

2 **SERGEANT DEE STEWART:** Oh. This is just
3 what Corporal Petawanaquit (ph) put together as a little
4 bit of a information piece that she -- again, when she goes
5 to all her events in her scene -- her communities, she
6 hands this out. So there is a bit of information for them
7 to start the process, look at the basic requirements.

8 **MS. ANNE TURLEY:** Another position that
9 reports to you is called the Community Liaison position.
10 Can you explain what that is about?

11 **SERGEANT DEE STEWART:** Yeah. That position
12 is based around anything that's going on in our
13 communities. Maybe there is protests or maybe there's
14 situations going on in our communities.

15 And this actual position is -- he works to
16 make sure that there's communication still going, assisting
17 if needed, just bridging that gap to make sure the --
18 nothing is -- a protest is not brought to light. Not
19 brought to light; I guess that's the wrong word for it, but
20 it's looked after that he goes in there and makes sure that
21 all -- everybody's talking.

22 And if it's RCMP in the jurisdiction, he'll
23 deploy what we call the Divisional Liaison Team. I think
24 we -- I heard discussions of the Divisional Liaison Team
25 yesterday, and I actually -- my Community Liaison position

1 actually oversees that position.

2 So we talked about the Kinder-Morgan, I
3 heard Kinder-Morgan, we all know that it's B.C., but I also
4 have fisheries, you know, protests and whatnot. And the
5 Divisional Liaison Team and my Community Liaison position,
6 the one thing is our people have the right to protest, they
7 have the right to have their opinion, they have the right
8 to be out there. And the Divisional Liaison Team actually
9 facilitates that and assists them in that.

10 It's not comprised of always Aboriginal
11 People. There is non-Aboriginal on it as well. But you
12 know, it's assisting and finding solutions and avoiding
13 conflict, and it is possible, and this team has done
14 amazing work in B.C.

15 **MS. ANNE TURLEY:** And the Division Liaison
16 Teams, would they be found across the country?

17 **SERGEANT DEE STEWART:** Yes.

18 **MS. ANNE TURLEY:** And in B.C., is there more
19 than one Division Liaison Team?

20 **SERGEANT DEE STEWART:** It's one Divisional
21 Liaison Team comprised of over 30 members throughout B.C.
22 So if there's a northern situation, then the Divisional
23 Liaison Team people that are trained up there would be
24 deployed to that particular protest or situation that's
25 going on.

1 And I do want to add, the Divisional Liaison
2 Team doesn't arrest people. That's not their role. They
3 just go in there to make sure that communication's
4 happening and that our First Nations are -- you know,
5 everything's being respected and everything's being
6 peaceful.

7 And my team, as the Divisional Liaison Team,
8 has been requested by our First Nation communities to come
9 in. So they're a very effective team.

10 **MS. ANNE TURLEY:** And we heard yesterday
11 about Community Conflict Management, a course. And is that
12 a course that is -- that the Division Liaison Team would
13 take?

14 **SERGEANT DEE STEWART:** Yes. Yes. It's --
15 that's one of their mandatory courses to be on that team.

16 **MS. ANNE TURLEY:** Another position that
17 reports to you is called the Missing Persons Liaison. And
18 can you explain to the commissioners what that position is
19 and why it was created?

20 **SERGEANT DEE STEWART:** Well, the -- it was
21 created in response to recommendations made by
22 Commissioner Wally Oppal following the B.C. Missing Women's
23 Commission of Inquiry in B.C. The recommendation was that
24 a First Nations police officer would join the B.C. Police
25 Missing Persons Centre and fulfill a role there where they

1 could monitor and facilitate at times any kind of
2 recommendations.

3 She actually monitors every file that comes
4 into B.C. on a missing person, Aboriginal, and if it's over
5 a certain amount of days, she'll reach in to make sure the
6 investigators, if they need help or ideas, she provides
7 cultural help if need be. But -- yeah, and that's B.C.
8 That's not just First Nations. If it's in Vancouver or a
9 city not an RCMP, she still monitors those files.

10 **MS. ANNE TURLEY:** And does this position
11 have any interactions or communications with families of
12 missing persons?

13 **SERGEANT DEE STEWART:** Yes, it does.
14 Another thing that she does is she does do prevention
15 talks. Human trafficking is obviously something that comes
16 up. So our communities request her to go and do prevention
17 talks within her -- their -- our communities with the
18 youth.

19 **MS. ANNE TURLEY:** Now, we heard from
20 Mr. Weighill earlier today about the toolkit that was being
21 done in Saskatchewan. Does the RCMP have anything similar
22 to this?

23 **SERGEANT DEE STEWART:** Yes, we do. We have
24 a family guide.

25 **MS. ANNE TURLEY:** Thank you. Another

1 position that you mentioned already that reports to you is
2 the Aboriginal Gang Coordinator.

3 **SERGEANT DEE STEWART:** Yes. Again, we saw a
4 need for it in B.C. and we established a gang position.
5 And again, that's about prevention, education for our
6 communities. Again, the communities request the
7 coordinator come and do prevention talks, but she also
8 works within our RCMP units with the actual Gang Taskforce.
9 So she does do some intelligence work and relays that
10 information up.

11 **MS. ANNE TURLEY:** And since when has this
12 position been in practice?

13 **SERGEANT DEE STEWART:** Ten years.

14 **MS. ANNE TURLEY:** The final position that
15 reports to you is the Program Coordinator, which I think
16 you also have fulfilled in the past?

17 **SERGEANT DEE STEWART:** These are all my
18 positions. No, I'm kidding.

19 (LAUGHTER)

20 **SERGEANT DEE STEWART:** Yes. A Program
21 Coordinator position. This is actually a public servant
22 position, it's not a regular member position, but a very
23 valuable position. She actually facilitates a lot of what
24 the -- those 108 members that are in the communities. They
25 might get asked to do a talk, a specific talk, and she will

1 make sure they get it.

2 She's done a drug talk, Hallowe'en talk.

3 Internet safety is big right now, so -- you know, we have a
4 gang presentation that, you know, can be done.

5 But she also does funding. Funding's not --
6 you know, everybody's going to say same thing, we all need
7 funding, but funding's an issue, but she always watches for
8 funding opportunities for our members. So those
9 108 members might have ideas and they want to do something,
10 maybe a large project. But an example would be we have the
11 civil forfeiture fund, and she fanned that out to all our
12 members. And, Tsah Key Dene is a very, very remote
13 community in BC, four members only, and they wanted to do a
14 basketball program. So, they did a proposal, and they were
15 granted, just in the last couple of months here, \$10,000 so
16 that they could start their program. So, very, very, very
17 helpful.

18 And, of course, we have other -- she founded
19 the, like, Mounted Police Foundation. Also, we do
20 proposals there, but she monitors those proposals comes in,
21 and kind of helps the members because they're not proposal
22 writers, per se. They can write a criminal code offence,
23 but maybe not so much a proposal. And, she assists them so
24 that she'll get that leg up, and they'll get that leg up
25 and get their proposal okay.

1 **MS. ANNE TURLEY:** And, the example you gave
2 of the basketball program, were they -- they were bringing
3 it to the community?

4 **SERGEANT DEE STEWART:** Yes, it was for the
5 community. The money was for the community so they could
6 have basketball equipment. Something else that she
7 oversees is we started a Crime Stoppers Program in -- Crime
8 Stoppers is not new to anybody, and we see it on TV all the
9 time. But, what we did was we changed Crime Stoppers a
10 bit, and did more of a First Nations logo on it. I don't
11 know if everybody recalls the Crime Stoppers logo is a man
12 with bars behind it? But, we changed it and added a
13 feather and whatnot, and started rolling that out.

14 And, I actually tried it out on my family
15 first, because I wanted to know what they thought and why I
16 would want to roll it out. And, my sisters are very strong
17 women, and they were really happy with the program mostly
18 because, in my own family, reporting crime against your own
19 family, in your own community is an issue. So, they said,
20 "It's ingenious, Dee. Roll it out so that at least maybe
21 somebody might reach out, somebody might report something
22 and, you know, help stop some violence in our communities."

23 The Crime Stoppers Program, we actually were
24 talking about the grants. We actually, through civil
25 forfeiture, received a large amount of money that we could

1 buy the materials for the program. So, 28 members in BC
2 applied and got it. So...

3 **MS. ANNE TURLEY:** And so, there's a
4 particular number that someone would call if they wanted to
5 report?

6 **SERGEANT DEE STEWART:** Yes.

7 **MS. ANNE TURLEY:** And, are there any -- do
8 you have any stats so far about how it's doing in terms of
9 its success and whether people are availing themselves of
10 it?

11 **SERGEANT DEE STEWART:** Yes, only on --
12 Vancouver Island, we started off with just, like, what we
13 call the pilot project with it to see how it would roll out
14 in a community, and the one community had minimal
15 reporting. By the end of the year, it was a 90 percent
16 increase on it. So, I'd like to say that we all run out
17 and report on our family, but we don't, and that was one
18 thing that -- the feedback from the communities was it did
19 help them.

20 **MS. ANNE TURLEY:** And, is this program going
21 to continue?

22 **SERGEANT DEE STEWART:** Yes.

23 **MS. ANNE TURLEY:** The last topic I would
24 like to cover with you is the BC eagle feather protocol
25 implementation. And, if I can have the last slide put up

1 on the screen, please? Can you explain to the
2 Commissioners what BC is doing in this regard?

3 **SERGEANT DEE STEWART:** Well, remember how we
4 talked about we all got together, the Aboriginal policing
5 sections? This is actually stolen out of Nova Scotia.
6 But, it's the same as what I did, promised on a feather. I
7 think it's important to have something this -- within our
8 detachments in BC. And, again, like I said, I got a good,
9 amazing Commanding Officer, and she supported it
10 immediately. So, we're at the very, very initial stages of
11 getting it rolled out into BC. And, it just allows for,
12 you know, victims, witnesses and even our suspects, even
13 our Aboriginal suspects, and police officers have the
14 option to use it.

15 **MS. ANNE TURLEY:** And, at Tab 7 and up on
16 the screen, what is this?

17 **SERGEANT DEE STEWART:** This one?

18 **MS. ANNE TURLEY:** Yes.

19 **SERGEANT DEE STEWART:** This is actually,
20 again, Nova Scotia's protocol, but -- and this was started
21 -- I have to mention her name is Corporal Sack (phonetic),
22 Diane Sack, amazing member, First Nation female member.
23 But, anyway, she started this going. And then we had our
24 meeting in January with her, this was some of the
25 information I took. But, it just explains the guidance

1 with the eagle feather, what it symbolizes and the protocol
2 around it. So, that, whether you're First Nations or not
3 First Nations, RCMP member, you all know, you can read that
4 and you'll have some information on it.

5 **MS. ANNE TURLEY:** And, is the aim for each
6 detachment then to have an eagle feather?

7 **SERGEANT DEE STEWART:** Yes.

8 **MS. ANNE TURLEY:** And so, the material that
9 we have at Tab 7, this is what BC intends to model its
10 protocol on?

11 **SERGEANT DEE STEWART:** Yes. And, it's -- I
12 will add, too, that we have an advisory committee in BC, an
13 Indigenous Cultural Advisory Committee, and all these types
14 of things, we make sure we consult with them and they
15 embraced it. They thought it was a great initiative.

16 **MS. ANNE TURLEY:** Thank you, Sergeant
17 Stewart. Those are my questions, but I want to give you
18 the opportunity, because we saved some time not having to
19 put the exhibits in, so because we saved that time, I'm
20 going to let Sergeant Stewart -- if she has anything that
21 she would like to add that I didn't cover in my
22 questioning.

23 **SERGEANT DEE STEWART:** Yes. I guess -- this
24 is a small amount of the things we do in BC. I don't want
25 anybody to think that "this is all you guys do". There's

1 many initiatives we take, especially regarding missing
2 women, murdered women. The former Chief Belleau from
3 Esketmc started the commitment stick ceremony, and I just
4 wanted to make sure that it -- it's an initiative where
5 they -- leaders stand up and take a commitment that they're
6 going to stop violence within their communities, and it's
7 something that is near and dear to me.

8 She first -- in 2015, she actually had, I
9 believe it was about 120 chiefs and leaders take the
10 commitment at the Gathering Wisdom Conference, and then she
11 and I became -- she's a bit of a mentor for me, so she and
12 I became close. And, in 2017, I asked her to come and have
13 my 108 members take that same commitment, and they did, and
14 so they all have their commitment sticks. And, every now
15 and then, they email me about the -- "I took it, and I
16 drive around in my car with it," and whatnot.

17 But, from that as well, members from that
18 training, our annual training, took it into their
19 communities and started that initiative within their
20 communities. And, I've heard recently that Ontario --
21 she's brought it to Ontario. So, it's a great initiative,
22 and it's something that we're going to continue to carry
23 on. Do you want me to keep talking?

24 **MS. ANNE TURLEY:** You have 2 minutes left if
25 you want to use it, but it's up to you.

1 **SERGEANT DEE STEWART:** I think that, maybe,
2 if I may, I know that cross-cultural training is something
3 that comes up a lot with the RCMP. We do have a baseline,
4 I call it, and that's that Agora (phonetic) online course
5 in BC, and that's how we can capture who's done it, who's
6 not done the course. All FNP, First Nation policing
7 members that work for me must have it, but that's a
8 baseline. So, after that, we have the blanket exercise
9 which we're starting.

10 With the provincial police force in BC
11 developed a video called The Spirit Has No Colour. It's an
12 amazing video. Very impactful. But, when they developed
13 it, they gave me obviously several copies, and we rolled
14 that out within BC that each detachment had that video, and
15 their new members could watch it. And, it's an overview of
16 our culture within First Nations.

17 And then we also have in BC -- twice a year,
18 we run a cross-cultural training program where members go
19 for five days. And, it's -- again, it's about traditions
20 and our culture, our teachings, canoe journeys on it. And
21 then every year, their annual training -- mandatory
22 training for my 108 members, they must come together once a
23 year, it's usually in October, a mandatory training.
24 Nothing -- there's not a reason that they don't come, and
25 we always do cross-culture training there. And, that's

1 when we get to do best practices, which allows other
2 members to see what's going on in other communities. So,
3 we do cross-cultural training there.

4 And, of course, we have our Indigenous
5 Cultural Advisory Committee. And, recently, we had her
6 come and sit in the Blanket Exercise. I know that the RCMP
7 embraced it, but I also wanted our committee to see how it
8 was and see -- get their views, and she loved it.

9 And then our FNP members do their own
10 initiatives. They work within their communities to develop
11 their own cross-cultural training exercises for their
12 detachments, because the First Nation policing members
13 don't always need to be cross-culturally trained. We're
14 First Nations. The non-First Nations policing members,
15 yes, they need it. But, then when they get it, they
16 embrace it. So, they do funding proposals to me. I've
17 never said no to one and I never will because it's
18 important.

19 But, our leaders in BC also have addressed
20 that they would like to take over the cross-cultural
21 training. And, I had a chief say to me, Dee, what are you
22 doing to train your RCMP members? And, he stopped and he
23 looked at me, and went, you know what, what am I doing?
24 And then that started me and him thinking. And, now, we
25 have a lot of the First Nations that want to do their own

1 cross-cultural training because we're so diverse. So,
2 okay. I'm over. Thank you very much.

3 **MS. ANNE TURLEY:** Thank you, Sergeant
4 Stewart ---

5 **SERGEANT DEE STEWART:** And, I thank you very
6 much for allowing me to speak.

7 **MS. MEREDITH PORTER:** Thank you. Thank you,
8 counsel, and thank you Sergeant Stewart for your testimony.
9 Chief Commissioner and Commissioners, I'll take your
10 direction at this point, that concludes the testimony of
11 the witnesses that we intend to call for this panel. So, I
12 would suggest that we break for lunch and I will ask that
13 you confirm how much time you want to break at this point.

14 **CHIEF COMMISSIONER MARION BULLER:** We'll
15 reconvene at 1:00, not 1:01.

16 **MS. MEREDITH PORTER:** Not 1:01. Okay.
17 Thank you. So, I have some announcements for the parties
18 with standing in terms of going forward to our cross-
19 examination of the witnesses this afternoon.

20 First of all, lunch will be served for the
21 parties with standing in the Oak room as it was, I believe,
22 yesterday. With 15 minutes left of the lunch break,
23 Commission Counsel will be meeting with the parties with
24 standing in the Oak room to do the cross-examination, both
25 order and verification of the pooling and the assignment of

1 time.

2 Parties with standing are reminded that
3 either -- one representative from your party must be
4 present in the Oak room. Because we're reconvening at
5 1:00, we will begin the verification process at 12:45. So,
6 the parties are reminded to have a representative in the
7 Oak room at 12:45 to commence the verification process.

8 We will also attempt to have a list of
9 exhibits for reference during the cross-examination this
10 afternoon because we intend to read the rest of the
11 documents into the record and number them as exhibits once
12 we break for lunch. So, we will have a list for you to
13 refer to during your process of cross-examination. You
14 have the exhibit number for the documents that you intend
15 to refer to.

16 So, with that, I'll ask to adjourn for the
17 lunch hour.

18 --- Upon recessing at 12:26 p.m.

19 --- Upon resuming at 12:29 p.m.

20 **MR. BERNARD JACOB:** We are at 79. Convention
21 collective entre le conseil de la Nation Anishnabe de Lac-
22 Simon et le Syndicat canadien de la fonction publique.

23 **CHIEF COMMISSIONER MARION BULLER:** It's 79.

24 --- Exhibit 79:

25 Collective agreement « Convention collective

1 entre le Conseil de la nation Anishnabe de
2 Lac Simon et le Syndicat de la fonction
3 publique section locale 5153, » April 1
4 2015 - December 31, 2016 (55 pages)

5 Witness: Jean Vicaire, Director of Police, Lac Simon First
6 Nation

7 Submitted by Bernard Jacob (Commission Counsel)

8

9 Convention collective entre le conseil
10 de la Nation Anishnabe de Lac-Simon et le Syndicat canadien
11 de la fonction publique

12 **MR. BERNARD JACOB:** 80. Oh, sorry.

13 **CHIEF COMMISSIONER MARION BULLER:** Give me
14 the name and number, okay?

15 **MR. BERNARD JACOB:** Okay. Service Policier
16 de Lac Simon: plan d'organisation policière 2018-2023.

17 --- Exhibit 80:

18 Services Policiers de Lac-Simon, Plan
19 d'organisation policière 2018-2023,
20 Anishnabe Takonewini Police, Lac Simon,
21 January 2018 (35 pages)

22 Witness: Jean Vicaire, Director of Police,
23 Lac Simon First Nation

24 Submitted by Bernard Jacob (Commission
25 Counsel)

1 **CHIEF COMMISSIONER MARION BULLER:** Please.

2 **MR. BERNARD JACOB:** Service de police de
3 Lac-Simon ---

4 **UNIDENTIFIED SPEAKER:** It's just tricky
5 going back and forth with the language, because when you
6 said...

7 **CHIEF COMMISSIONER MARION BULLER:** I don't
8 need translation.

9 **UNIDENTIFIED SPEAKER:** Okay. So -- yes.
10 Okay. So, we don't need translation. I apologize, Sharon.
11 Thank you.

12 **MR. BERNARD JACOB:** Service... je reviens.
13 Service de police de Lac-Simon : statistiques criminelles,
14 liste des évènements.

15 **CHIEF COMMISSIONER MARION BULLER:** 81.

16 --- Exhibit 81:

17 Statistics charts « Statistiques criminelles
18 - Liste des évènements », Service de police
19 de Lac-Simon (44 pages)

20 Witness: Jean Vicaire, Director of Police,
21 Lac Simon First Nation

22 Submitted by Bernard Jacob (Commission
23 Counsel)

24 **MR. BERNARD JACOB:** Entente sur la
25 prestation des services policiers dans la communauté de

1 Lac-Simon pour la période du 1^{er} avril 2014 au 31 mars 2018.

2 **CHIEF COMMISSIONER MARION BULLER:** 82.

3 --- Exhibit 82:

4 Agreement « Entente sur la prestation des
5 services policiers dans la communauté de
6 Lac-Simon pour la période du 1er avril au 31
7 mars 2018 » (55 pages)

8 Witness: Jean Vicaire, Director of Police,
9 Lac Simon First Nation
10 Submitted by Bernard Jacob (Commission
11 Counsel)

12

13 **MR. BERNARD JACOB:** And, the last one.

14 Budget prévisionnel du corps de police de Lac-Simon 2018-
15 2023.

16 **CHIEF COMMISSIONER MARION BULLER:** 83.

17 --- Exhibit 83:

18 « Budget prévisionnel du corps de police de
19 Lac-Simon » (two pages)

20 Witness: Jean Vicaire, Director of Police,
21 Lac Simon First Nation
22 Submitted by Bernard Jacob (Commission
23 Counsel)

24 **CHIEF COMMISSIONER MARION BULLER:** Merci,

25 monsieur.

1 Service
2 Submitted by Krystyn Ordyniec (Counsel
3 for Treaty Alliance Northern Ontario -
4 Nishnawbe Aski Nation/Grand Council
5 Treaty 3)

6 **MS. KRYSTYN ORDYNEC:** The next exhibit is a
7 news article titled, Nishnawbe Aski police officer says Law
8 Enforcement Professional award an unexpected honour, and it
9 was posted May 10th, 2018.

10 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
11 85, please.

12 --- Exhibit 85:

13 CBC article "Nishnawbe Aski officer says Law
14 Enforcement Professional award an
15 'unexpected honour'" *CBC News*, posted May
16 10, 2018 6:30 a.m. ET, last updated May 10
17 (four pages)

18 Witness: Alana Morrisson, Detective
19 Constable of Nishnawbe Aski Police Service
20 Submitted by Krystyn Ordyniec (Counsel for
21 Treaty Alliance Northern Ontario - Nishnawbe
22 Aski Nation/Grand Council Treaty 3)

23 **MS. KRYSTYN ORDYNEC:** The next exhibit is
24 the Nishnawbe Aski Police Service Annual Report, 2016 to
25 2017.

1 **CHIEF COMMISSIONER MARION BULLER:** Annual
2 report is Exhibit 86.

3 --- Exhibit 86:

4 Nishnawbe Aski Nation Police Service Annual
5 Report 2016-2017 (49 pages)

6 Witness: Alana Morrisson, Detective
7 Constable of Nishnawbe Aski Police Service
8 Submitted by Krystyn Ordyniec (Counsel for
9 Treaty Alliance Northern Ontario - Nishnawbe
10 Aski Nation/Grand Council Treaty 3)

11 **MS. KRISTYN ORDYNIEC:** The next exhibit is
12 the Nishnawbe Aski Police Service -- this is the business
13 plan, 2015 to 2018.

14 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
15 87.

16 --- Exhibit 87:

17 Nishnawbe Aski business plan 2015-2018 5
18 pages)

19 Witness: Alana Morrisson, Detective
20 Constable of Nishnawbe Aski Police Service
21 Submitted by Krystyn Ordyniec (Counsel for
22 Treaty Alliance Northern Ontario - Nishnawbe
23 Aski Nation/Grand Council Treaty 3)

24 **MS. KRISTYN ORDYNIEC:** And then we have
25 three Coroner's Inquest Recommendations, but we didn't get

1 to speak to them so I didn't get to...

2 **CHIEF COMMISSIONER MARION BULLER:** It's
3 okay.

4 **MS. KRISTYN ORDYNIEC:** Okay.

5 **CHIEF COMMISSIONER MARION BULLER:** Put them
6 in. The parties have got them; right?

7 **MS. KRISTYN ORDYNIEC:** Yes. They got them,
8 I just wanted to peruse though, why she's speaking to them,
9 but ---

10 **CHIEF COMMISSIONER MARION BULLER:** It's
11 okay.

12 **MS. KRISTYN ORDYNIEC:** So, the
13 recommendations into the coroner's inquest into the death
14 of Ricardo Wesley and Jamie Goodwin.

15 **CHIEF COMMISSIONER MARION BULLER:** Wesley
16 and Goodwin?

17 **MS. KRISTYN ORDYNIEC:** Mm-hmm.

18 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
19 88.

20 --- Exhibit 88:

21 "Recommendations Concerning the Coroner's
22 Inquest into the Death of Ricardo Wesley and
23 Jamie Goodwin," signed by the Presiding
24 Coroner May 27, 2009 (ten pages)

25 Witness: Alana Morrisson, Detective

1 Constable of Nishnawbe Aski Police Service
2 Submitted by Krystyn Ordyniec (Counsel for
3 Treaty Alliance Northern Ontario - Nishnawbe
4 Aski Nation/Grand Council Treaty 3)

5 **MS. KRYSTYN ORDYNIEC:** The next is the
6 verdict of the coroner's jury into the death of Lena
7 Anderson.

8 **CHIEF COMMISSIONER MARION BULLER:** Verdict
9 for Anderson -- are you with us, Brian? Still with us?

10 **COMMISSIONER BRIAN EYOLFSON:** Oh, yes.

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

12 89.

13 --- Exhibit 89:

14 Verdict of Coroner's Jury regarding Lena
15 Mary Anderson, held from November 1-10, 2016
16 at Thunder Bay (nine pages)

17 Witness: Alana Morrisson, Detective
18 Constable of Nishnawbe Aski Police Service
19 Submitted by Krystyn Ordyniec (Counsel for
20 Treaty Alliance Northern Ontario - Nishnawbe
21 Aski Nation/Grand Council Treaty 3)

22 **MS. KRYSTYN ORDYNIEC:** The next is the
23 verdict of the coroner's jury for Romeo Wesley.

24 **CHIEF COMMISSIONER MARION BULLER:** Wesley
25 verdict is 90, 9-0.

1 --- Exhibit 90:

2 Verdict of Coroner's Jury regarding Romeo
3 Wesley, held from July 4-20, 2017 at Cat
4 Lake First Nation, Ontario (11 pages)

5 Witness: Alana Morrisson, Detective
6 Constable of Nishnawbe Aski Police Service
7 Submitted by Krystyn Ordyniec (Counsel for
8 Treaty Alliance Northern Ontario - Nishnawbe
9 Aski Nation/Grand Council Treaty 3)

10 **MS. KRISTYN ORDYNIC:** And then there's one
11 more, it was the Survivor's Assistance Support Program
12 Overview, which was -- you probably have it at the back.

13 **CHIEF COMMISSIONER MARION BULLER:** Survivor
14 Assistance...

15 **UNIDENTIFIED SPEAKER:** I don't have a copy
16 of that.

17 **MS. KRISTYN ORDYNIC:** It was Schedule H to
18 the documents. Do you have that? That's how our -- yes, I
19 will give it to you, but it was given to the parties for
20 sure. It's on the server.

21 **UNIDENTIFIED SPEAKER:** Okay. Can you just
22 give me a little bit more the language for Schedule A?

23 **MS. KRISTYN ORDYNIC:** So, it's the Survivor
24 Assistance Support Program Overview document and the
25 Mission Statement.

1 **CHIEF COMMISSIONER MARION BULLER:** Overview
2 and mission ---

3 **MS. KRISTYN ORDYNIEC:** Yes.

4 **CHIEF COMMISSIONER MARION BULLER:** Survivor
5 Assistance Support Overview and Mission, we'll call it 91.
6 Thank you very much.

7 --- Exhibit 91:

8 Survivor Assistance Support Program Overview
9 and Mission Statement (three pages)

10 Witness: Alana Morrisson, Detective
11 Constable of Nishnawbe Aski Police Service
12 Submitted by Krystyn Ordyniec (Counsel for
13 Treaty Alliance Northern Ontario - Nishnawbe
14 Aski Nation/Grand Council Treaty 3)

15 **MS. ANNE TURLEY:** Me next.

16 **CHIEF COMMISSIONER MARION BULLER:** Okay.
17 Step into my office.

18 **MS. ANNE TURLEY:** Okay. You saved me time.

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

20 **MS. ANNE TURLEY:** I billed it into my time.

21 **CHIEF COMMISSIONER MARION BULLER:** We're
22 going to continue to do this, I think.

23 **MS. ANNE TURLEY:** Okay. Well, then, I know
24 I have more time. Okay. Next exhibit. Never give a
25 lawyer more time. Biography of Dee Stewart.

1 **CHIEF COMMISSIONER MARION BULLER:** 92,
2 please.

3 --- Exhibit 92:

4 Biography of Dee Stewart (one page)

5 Witness: Sergeant Dee Stewart, Officer in
6 Charge for Indigenous Policing, RCMP
7 Division "E"

8 Submitted by Anne Turley (Counsel for
9 Government of Canada)

10 **MS. ANNE TURLEY:** Then, the next one would
11 be

12 **MS. MEREDITH PORTER:** Then the next one
13 would be the "E" Division Aboriginal Policing Services ---

14 **CHIEF COMMISSIONER MARION BULLER:** Okay. So
15 that's Tab 2, your Book of Documents.

16 **MS. MEREDITH PORTER:** Yes.

17 **CHIEF COMMISSIONER MARION BULLER:**
18 Aboriginal Policing

19 **MS. MEREDITH PORTER:** Services.

20 **CHIEF COMMISSIONER MARION BULLER:** Services.

21 **MS. MEREDITH PORTER:** Promotional material.

22 **CHIEF COMMISSIONER MARION BULLER:** Pamphlet.
23 We'll put brochure.

24 **MS. MEREDITH PORTER:** Yeah.

25 **CHIEF COMMISSIONER MARION BULLER:** Is 93.

1 --- EXHIBIT NO. 93:

2 Brochure "E" Division Aboriginal
3 Policing Services (two pages)
4 Witness: Sergeant Dee Stewart, Officer
5 in Charge for Indigenous Policing, RCMP
6 Division "E"
7 Submitted by Anne Turley (Counsel for
8 Government of Canada)

9 MS. MEREDITH PORTER: Tab 3 is the Nicola
10 Canoe Pull 2018.

11 CHIEF COMMISSIONER MARION BULLER: Exhibit
12 94.

13 --- EXHIBIT NO. 94:

14 "Nicola Canoe Pull 2018" (one page)
15 Witness: Sergeant Dee Stewart, Officer
16 in Charge for Indigenous Policing, RCMP
17 Division "E"
18 Submitted by Anne Turley (Counsel for
19 Government of Canada)

20 MS. MEREDITH PORTER: The next tab, Tab 4,
21 the Ageless Wisdom pamphlet on Frauds, Cons, Schemes, and
22 Scams.

23 CHIEF COMMISSIONER MARION BULLER: I love
24 this. Sorry; editorial.

25 Exhibit 95.

1 --- EXHIBIT NO. 95:

2 RCMP "Ageless Wisdom" Brochure "Frauds
3 Cons Schemes and Scams - Avoid Being a
4 Victim" (two pages)

5 Witness: Sergeant Dee Stewart, Officer
6 in Charge for Indigenous Policing, RCMP
7 Division "E

8 Submitted by Anne Turley (Counsel for
9 Government of Canada)

10 **MS. MEREDITH PORTER:** This is going to be a
11 tongue twister to say. I was looking forward to you doing
12 it.

13 The next tab, at 5, Aboriginal Cree Cadet
14 Training Program Overview 2018.

15 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
16 96.

17 --- EXHIBIT NO. 96:

18 RCMP Aboriginal Pre-Cadet Training
19 Program Overview, 2018 (two pages)

20 Witness: Sergeant Dee Stewart, Officer
21 in Charge for Indigenous Policing, RCMP
22 Division "E

23 Submitted by Anne Turley (Counsel for
24 Government of Canada)

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

1 **MS. MEREDITH PORTER:** Next tab, RCMP
2 recruiting promotional material.

3 **CHIEF COMMISSIONER MARION BULLER:** Let's
4 read the title in, "A Career Nowhere Near Ordinary" -- just
5 to distinguish from the others -- is 97.

6 --- **EXHIBIT NO. 97:**

7 RCMP recruitment pamphlet "A Career
8 Nowhere Near Ordinary" (one page)
9 Witness: Sergeant Dee Stewart, Officer
10 in Charge for Indigenous Policing, RCMP
11 Division "E
12 Submitted by Anne Turley (Counsel for
13 Government of Canada)

14 **MS. MEREDITH PORTER:** And last exhibit, Tab
15 7, the RCMP Eagle Feather Protocol from RCMP Nova Scotia.

16 **CHIEF COMMISSIONER MARION BULLER:** Exhibit
17 98, please.

18 --- **EXHIBIT NO. 98:**

19 Nova Scotia RCMP Eagle Feather Protocol
20 (four pages)
21 Witness: Sergeant Dee Stewart, Officer
22 in Charge for Indigenous Policing, RCMP
23 Division "E

24 **MS. MEREDITH PORTER:** We're almost at double
25 digits.

1 That's it. Thank you very much.

2 --- Upon recessing at 12:37 p.m.

3 --- Upon resuming at 1:15 p.m.

4 --- Upon recessing at 1:21 p.m.

5 --- Upon resuming at 1:22 p.m.

6 **MS. MEREDITH PORTER:** Good afternoon. We're
7 ready to start the cross-examination of the witnesses.

8 Prior to getting started, there are a couple
9 of details that I did want to remind parties of.

10 First of all, our rules of procedure require
11 the questioning of the witnesses to be done in a respectful
12 manner and with the purposes of eliciting reasonably
13 relevant evidence to fulfil the mandate of the Commission.

14 The second detail is to remind parties that
15 we do have publication bans that have been put into place
16 this morning, and the questions and details put to the
17 witnesses are expected to respect the scope of the
18 publication band as it exists.

19 So with that, I will ask that the first
20 representative from the Assembly of First Nations, Mr.
21 Stuart Wuttke, you're invited to the podium to put your
22 questions to the witnesses, and you'll have six and a half
23 minutes for your questioning.

24 (SHORT PAUSE)

25 --- **CROSS-EXAMINATION BY MR. STUART WUTTKE:**

1 Good afternoon, my name is Stuart Wuttke. I
2 am general counsel with Assembly of First Nations. I'll
3 have primarily -- if I have enough time -- questions for
4 Mr. Weighill and Detective Morrison.

5 Chief Weehill -- Weighill, sorry. At Tab 5
6 of your documents you have put forward an article on
7 inclusive dialogues with First Nation Communities. In it,
8 it describes that there is -- with respect to the TRC
9 recommendations, the calls for the murdered and missing
10 Indigenous womens inquiry, that among police officers or
11 police agencies dealing with the issues of colonialism,
12 there were some people that accepted that colonialism has
13 had an impact on policing, or does have an impact on
14 policing, and there are others that denied it. Is that an
15 accurate statement?

16 **RETIRED CHIEF CLIVE WEIGHILL:** I don't think
17 anybody denies colonialism had a great impact into our
18 Indigenous population. I don't think there's any doubt
19 about that.

20 **MR. STUART WUTTKE:** And with respect to the
21 delivery of police services in communities?

22 **RETIRED CHIEF CLIVE WEIGHILL:** I would say
23 it's been a learning exercise through generations of police
24 officers to learn that. And when I went to school, all I
25 ever learned was about Louis Riel, that was about -- and

1 the march west. So I mean, the education is completely
2 different now. So I think as officers, or newer officers
3 that are coming on, they're certainly more up to speed on
4 what's happening, the real history of Canada.

5 **MR. STUART WUTTKE:** Okay. Thank you.

6 And at Tab 8 of your documents, you provided
7 the Family Toolkit, and the toolkit provides a lot of good
8 ideas and suggestions for families to deal with issues
9 where a family member does go missing. Would you agree
10 that -- and I believe it is at page 9, or pages 5 to 8,
11 there's information with respect to putting together media
12 plans, doing media scrums to discuss the particular case of
13 a missing person.

14 **RETIRED CHIEF CLIVE WEIGHILL:** I haven't got
15 the page before me, but I'm certainly ready for question.

16 **MR. STUART WUTTKE:** So my question is, with
17 respect to your ideas of sharing -- I mean recommending
18 that individual families put together a media plan to help
19 them look for their missing ones. Do police forces assist
20 family members in putting together these media scrums and
21 media plans?

22 **RETIRED CHIEF CLIVE WEIGHILL:** I can't speak
23 for every service. I know ours did, our liaison -- victim
24 services liaison person would certainly help with that, and
25 our media people would as well too. So any idea the media

1 -- so they're ready for -- because you know, when someone
2 goes missing and you have one family member talking, and
3 then you have a different family member talking. And there
4 is no continuity when they're working with the media, and
5 that's what we're trying to help them with, so they don't
6 get caught up in two different stories ending up in the
7 media.

8 **MR. STUART WUTTKE:** Okay. Thank you.

9 At Tab 10 you have a booklet with respect to
10 providing a response to -- agency responses to murdered and
11 missing individuals. Would you categorize this guide as
12 offering best practices for police agencies?

13 **RETIRED CHIEF CLIVE WEIGHILL:** I would say
14 it is. We've worked very hard with the families of missing
15 and murdered people to get their input, so they knew what
16 they would expect, what they would want to expect from the
17 police. And of course, we've learned a lot over the last
18 decade about police investigations as well too. So we've
19 tried to bring that into it.

20 **MR. STUART WUTTKE:** Okay. In the document
21 itself, it talks about elements with respect to responding
22 to these inquiries, with respect to ensuring there's a
23 timely reporting with families. There is an active --
24 maintaining an active role in the first 48 hours,
25 conducting searches. Those are incorporated into the

1 document.

2 **RETIRED CHIEF CLIVE WEIGHILL:** I'd have to
3 check for sure.

4 **MR. STUART WUTTKE:** I believe that those
5 might be at page 9, in tab ---

6 **RETIRED CHIEF CLIVE WEIGHILL:** Okay.

7 **MR. STUART WUTKKE:** --- Tab 10.

8 **RETIRED CHIEF CLIVE WEIGHILL:** On my page 9
9 I have about Amber Alerts and distributing flyers and
10 posters.

11 **MR. STUART WUTTKE:** Sorry, it would be after
12 that. Sorry I don't have the page number. Essentially the
13 section that deal with, you know, the first 48 hours.

14 **RETIRED CHIEF CLIVE WEIGHILL:** Okay. I'm
15 ready for the question.

16 **MR. STUART WUTTKE:** So essentially, in the
17 document that talked about time reporting, acting within 48
18 hours and conducting these searches. Are these essential
19 elements to any investigation with respect to murdered -- I
20 mean missing individuals?

21 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, that is
22 and that's why I mentioned this morning that we've
23 completely eliminated the 24-hour waiting period. We take
24 in a report immediately and the investigation starts right
25 then. So we don't want any lag time at all on these.

1 **MR. STUART WUTTKE:** So with respect to the
2 families, we've heard much testimony over the course of
3 this inquiry where there was no active participation by
4 police agencies within the first 48 hours. They were
5 taught -- the were essentially told, "Your daughter doesn't
6 want to be found. Your daughter is out partying." These
7 types of communications with family members is not
8 consistent with the best practice, would you agree with
9 that?

10 **RETIRED CHIEF CLIVE WEIGHILL:** Completely.

11 **MR. STUART WUTTKE:** Thank you. My next
12 question is for Detective Morrison. I described the
13 process this morning about having to raise money for
14 various community-based initiatives; is that correct?

15 **DETECTIVE ALANA MORRISON:** Yes, it is.

16 **MR. STUART WUTTKE:** And is it true that
17 under the First Nation Policing Program the actual program
18 itself does not fund these types of activities?

19 **DETECTIVE ALANA MORRISON:** As far as I'm
20 aware and my understanding is that the funding that is
21 given to NAPS to operate is strictly for operational and no
22 outside programs.

23 **MR. STUART WUTTKE:** And for operations it's
24 for frontline policing only, is that correct?

25 **DETECTIVE ALANA MORRISON:** I can't say for

1 sure.

2 **MR. STUART WUTTKE:** Okay. It's my
3 understanding you don't -- the NAPS does not get money for
4 IT, HR, human resources, specialize police -- I mean,
5 programs such as human trafficking, guns and gangs, that
6 type of stuff? It's basically funding for frontline
7 policing?

8 **DETECTIVE ALANA MORRISON:** I can't really
9 speak to all of that, but I know we are in partnership with
10 the OPP for a human trafficking initiative right now. But
11 as for the other stuff, I can't comment on that.

12 **MR. STUART WUTTKE:** Okay. And my last
13 question is with respect to the infrastructure. Tab 5 you
14 have the Wesley and Goodwin, is it true that funding for
15 infrastructure, ensuring that there's proper cells, proper
16 police buildings, that's not funded adequately?

17 **DETECTIVE ALANA MORRISON:** I don't think I
18 can speak to the infrastructure, sorry.

19 **MR. STUART WUTTKE:** Okay. All right. Thank
20 you. Those are all my questions.

21 **MS. MEREDITH PORTER:** The next party I'd
22 like to invite up to put questions to the witnesses is from
23 the New Brunswick Aboriginal Peoples, Elizabeth Blainy.
24 She will have 11 minutes for her questioning.

25 --- **CROSS-EXAMINATION BY MS. WENDY WETTELAND:**

1 **MS. WENDY WETTELAND:** Just to offer a word
2 of correction, I'll be presenting. My name is Wendy
3 Wetteland, I'm the President and Chief of the New Brunswick
4 Aboriginal Peoples' Council.

5 So I wanted to first thank the Peoples of
6 the homelands for welcoming us to this territory. I also
7 want to thank the Elders, the families, pipe carriers,
8 drum, and the Commission for their commitment to the
9 success of this inquiry. NBAPC is a representative
10 organization for the Treaty beneficiaries who live off
11 reserve and on our ancestral traditional territories in the
12 province of New Brunswick.

13 And so this first set of questions are for
14 Mr. Weighill. You stated that the Canadian Association of
15 Chiefs of Police have no authority to across -- across
16 jurisdictions, that you're an association that provides
17 guidelines for the police agencies. You also talked about
18 the importance of understanding and responding
19 appropriately to murdered and missing Indigenous women
20 issues.

21 My question is if CACP has no authority,
22 what can be done to improve public confidence in the
23 competency of municipal police forces to respond to the
24 issue of murdered and missing Indigenous women and girls?

25 **RETIRED CHIEF CLIVE WEIGHILL:** I think the

1 responsibility lies directly with the local boards of
2 police commissioners and the local chiefs of police, to
3 ensure that their services are up to date with the best
4 practices.

5 **MS. WENDY WETTELAND:** Okay. And what are
6 municipal policing services doing to ensure the -- they
7 identify off-reserve cases as being about aboriginal
8 people?

9 **RETIRED CHIEF CLIVE WEIGHILL:** I'm sorry, I
10 don't follow the question.

11 **MS. WENDY WETTELAND:** Is there a consistent
12 process used to identify files for off-reserve populations
13 as opposed to on reserve?

14 **RETIRED CHIEF CLIVE WEIGHILL:** I don't
15 believe we would categorize on or off, urban or rural. We
16 wouldn't do that.

17 **MS. WENDY WETTELAND:** Okay. And so, what do
18 municipal policing services know about identifying off
19 reserve cases at all? For example, who do policing
20 services work with to ensure that the knowledge they have
21 gathered and that is informing the identification of files
22 is reliable?

23 **RETIRED CHIEF CLIVE WEIGHILL:** Well, we all
24 have records management systems and report directly to the
25 Canadian Centre for Justice Statistics to keep those types

1 of records straight. We have uniform crime reporting.

2 **MS. WENDY WETTELAND:** So in regarding best
3 practice models, is there a best practice model of risk
4 assessment tools emerging? What is the approach of police
5 to identify vulnerable populations who do reside off-
6 reserve, if any?

7 **RETIRED CHIEF CLIVE WEIGHILL:** I still don't
8 follow the questioning on that, I'm sorry.

9 **MS. WENDY WETTELAND:** That's okay. That's
10 an answer in itself. Do police forces typically have a
11 permanent Indigenous advisory group that fully represents
12 both off and on-reserve populations?

13 **MS. ASHLEY SMITH:** Sorry, to interject.

14 **MS. MEREDITH PORTER:** Please stop the clock.

15 **MS. ASHLEY SMITH:** I think it was a matter
16 of the communication of the question, as opposed to Chief
17 Weighill not understanding what you were trying to ask.
18 So, if you could just rephrase the question ---

19 **MS. WENDY WETTELAND:** Okay. Sure.

20 **MS. ASHLEY SMITH:** --- and give him an
21 opportunity to respond, please?

22 **MS. WENDY WETTELAND:** Sure. So, I guess
23 what we're looking for is to determine if there are some --
24 is some work being done to develop any assessment tools to
25 reflect or gather information as it relates to off-reserve?

1 **RETIRED CHIEF CLIVE WEIGHILL:** No.

2 **MS. WENDY WETTELAND:** No. Okay. And then
3 to my next question, do police forces typically have a
4 permanent Indigenous advisory group that fully represents
5 off and on-reserve populations?

6 **RETIRED CHIEF CLIVE WEIGHILL:** I can speak
7 for the Saskatoon Police Service and I know Regina Police
8 Service does as well too. And, the one that we have has
9 Métis, First Nations that live in the tribal area of
10 Saskatoon on-reserve and off-reserve.

11 **MS. WENDY WETTELAND:** So, are you partnering
12 with the leadership for those off-reserve communities?

13 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, we are.
14 Yes, we do.

15 **MS. WENDY WETTELAND:** And, are you aware if
16 this initiative will happen at -- so that's at local level,
17 rural area?

18 **RETIRED CHIEF CLIVE WEIGHILL:** I can't speak
19 for the RCMP.

20 **MS. WENDY WETTELAND:** Okay. Thank you.
21 Regarding outreach, what is the connection between police
22 investigations and media contact?

23 **RETIRED CHIEF CLIVE WEIGHILL:** And media
24 contact?

25 **MS. WENDY WETTELAND:** Yes. I guess I'm

1 wondering how is the information assembled? Is there a
2 template of best practices that you use? Is there a change
3 in communication responses since the adoption of the new --
4 of any media protocols?

5 **RETIRED CHIEF CLIVE WEIGHILL:** We have our
6 own media protocol within our policy at our service. I
7 can't speak for every service in Canada, but most services
8 now have different protocols. And ---

9 **MS. WENDY WETTELAND:** And, could I -- sorry.

10 **RETIRED CHIEF CLIVE WEIGHILL:** And, we want
11 to make sure that the media is well aware of a missing
12 person if they can help them get back through using the
13 media.

14 **MS. WENDY WETTELAND:** Okay. So, have you
15 been able to determine is this impacting any success rates
16 going forward?

17 **RETIRED CHIEF CLIVE WEIGHILL:** It certainly
18 helps us with the girls that are running away from the
19 group homes specifically.

20 **MS. WENDY WETTELAND:** Okay. And, are police
21 services assisting families of missing persons with
22 interaction with the media?

23 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, we do.

24 **MS. WENDY WETTELAND:** Okay. And so, my next
25 question is for Mr. Vicaire. You talked about the

1 Indigenous community policing model. In your opinion, can
2 this work for off-reserve communities as well? And, what
3 do you recommend as a model for best practice?

4 **MR. JEAN VICAIRE:** What I can say is that we
5 have initiated our own type of policing approach within
6 their community and with the values of the community with
7 elders, with the youth, with different sectors of our
8 community. And, it has been valuable, and definitely that
9 this is something that's transferrable and very, very
10 usable elsewhere, whether it be on or off First Nation
11 communities.

12 **MS. WENDY WETTELAND:** Okay. And so, next,
13 for Detective Constable Alan Morrison. It is very
14 important work that you do, do you also work with
15 individuals who live off-reserve?

16 **DETECTIVE CONSTABLE ALANA MORRISON:**
17 Sometimes I do. I do partner with different police
18 services, and if they have a request for me to assist with
19 an interview, I will absolutely -- I'll help out.

20 **MS. WENDY WETTELAND:** Would it be possible
21 for you to give us an example of how you might see this
22 differ from your work on-reserve?

23 **DETECTIVE CONSTABLE ALANA MORRISON:** Well,
24 obviously the services are more abundant for one. But, to
25 me, it's not much different. I mean, if you're dealing

1 with someone that's been assaulted, I mean, I don't change
2 my level of care for them or my line of questioning even.

3 **MS. WENDY WETTELAND:** Okay. And, do you
4 have any recommendations in the delivery of services and
5 programs for the many people who live off-reserve?

6 **DETECTIVE CONSTABLE ALANA MORRISON:** For the
7 people that live off the reserve, I mean, there's a reason,
8 probably, that they live off the reserve. But,
9 recommendations -- for me, it's just always going back to
10 just more community-based services for them so maybe they
11 didn't have to leave their community to get that help that
12 they need.

13 **MS. WENDY WETTELAND:** Okay. And so, my
14 final question is for Sergeant Dee Stewart. Do you know
15 how many officers in Indigenous policing services are there
16 typically in each province?

17 **SERGEANT DEE STEWART:** No, I don't. I'm
18 sorry.

19 **MS. WENDY WETTELAND:** Do these officers --
20 okay. So, you don't know. Is there a mandate to provide
21 Indigenous policing services to both on and off-reserve?

22 **SERGEANT DEE STEWART:** Not a mandate, but we
23 do. Anybody that comes and is, like, in Surrey or
24 mainland, and there's -- something's brought forward, we
25 address it. We don't just -- we're not just to -- our CTA

1 communities, we address anything, and the First Nation
2 leadership will bring me anything the concerns are.

3 **MS. WENDY WETTELAND:** Great. That's all the
4 questions that I have. Thank you for your time.

5 **MS. MEREDITH PORTER:** Thank you. The next
6 party in the order of cross-examination is from the Native
7 Women's Association of Canada. So, at this time, I would
8 like to invite up Ms. Virginia Lomax who will have 6-and-a-
9 half minutes for questioning.

10 **--- CROSS-EXAMINATION BY MS. VIRGINIA LOMAX:**

11 **MS. VIRGINIA LOMAX:** Thanks. I would like
12 to thank Treaty 4 and the Métis Nation of Saskatchewan for
13 welcoming us to this territory. And, I would like to
14 acknowledge the spirits who are with us today, particularly
15 those of our stolen sisters.

16 My first question is for Deputy Minister
17 Niego. You testified today that it is difficult for
18 officers on the ground to remember a course that they took
19 five to 10 years ago; is that correct?

20 **MS. YVONNE NIEGO:** I did.

21 **MS. VIRGINIA LOMAX:** And so, would you agree
22 with the statement that a course or a role playing exercise
23 during recruitment training is not enough for officers to
24 learn and internalize how to properly treat Indigenous
25 women and girls with respect and dignity?

1 **MS. YVONNE NIEGO:** I would say for the
2 majority, depending on their background, where they come
3 from and the differences between where they come from and
4 where they're being posted to or work in.

5 **MS. VIRGINIA LOMAX:** And so, would you agree
6 that something along the lines of a 3-day course wouldn't
7 really be enough to truly understand Indigenous cultures?

8 **MS. YVONNE NIEGO:** Yes. Again, depending on
9 the background, one thing I always compare going to Regina,
10 the RCMP Training Academy, for someone from small town
11 Nunavut is like sending somebody from Southern Canada to
12 the wilds of Africa and learning in a foreign language,
13 eating foreign food. So, it depends on where you come
14 from, where you're going and the commitment you make on a
15 daily basis outside of that course.

16 **MS. VIRGINIA LOMAX:** And so, would you agree
17 with the statement that this learning must instead take
18 place through the course of an officer's career on a daily
19 basis?

20 **MS. YVONNE NIEGO:** That would definitely
21 strengthen.

22 **MS. VIRGINIA LOMAX:** Would you agree with
23 the statement that this constant lifelong learning about
24 cultural respect, cultural competency and anti-racist
25 policing must be informed by those with lived experience in

1 the particular culture or of those who have lived
2 experience with racism?

3 **MS. YVONNE NIEGO:** I believe so.

4 **MS. VIRGINIA LOMAX:** And so, would you then
5 agree that lived experience training from the grassroots up
6 is more effective training for officers than a top-down or
7 trickledown approach?

8 **MS. YVONNE NIEGO:** I think it has to come
9 from all levels. As I was speaking about management
10 earlier today, things have to come from above, as well as
11 from the community. It takes the community, the whole
12 community.

13 **MS. VIRGINIA LOMAX:** So, would you agree
14 with the statement that both officers on the ground and the
15 communities that they are supposed to serve would benefit
16 from officers learning Indigenous languages?

17 **MS. YVONNE NIEGO:** I'm sorry?

18 **MS. VIRGINIA LOMAX:** Would you agree with
19 the statement that officers on the ground and the
20 communities that they serve would benefit from officers
21 learning Indigenous languages?

22 **MS. YVONNE NIEGO:** Yes.

23 **MS. VIRGINIA LOMAX:** Would you make that
24 recommendation to this Commission?

25 **MS. YVONNE NIEGO:** Yes, to some degree. Not

1 everyone is -- not everyone can learn language, especially
2 some of our Indigenous languages are very difficult to
3 learn, and it takes a long time to learn. I, myself, am
4 still learning my father's tongue, so it takes a lot of
5 commitment, a lot of cost, a lot of time, total emersion.
6 As well, with our Indigenous communities, we're growing
7 outside of our own cultures and trickling out from there,
8 so we're having to evolve our language.

9 For example, the new cannabis legislation we
10 don't have words for that because we don't grow anything
11 larger than lichen.

12 (LAUGHTER)

13 **MS. YVONNE NIEGO:** So -- yeah.

14 **MS. VIRGINIA LOMAX:** Thank you.

15 So my next questions are for Chief Weighill.
16 I'd like to talk to you about how the Saskatoon Police
17 Force purges cases, if you're able. Is it true that
18 so-called closed cases are purged after 10 years?

19 **RETIRED CHIEF CLIVE WEIGHILL:** It depends
20 which kind of case it is. There's a -- under the
21 *Saskatchewan Police Act*, there is a purging regime. Things
22 along the line of homicides, sexual assaults, they stay on
23 the files forever.

24 **MS. VIRGINIA LOMAX:** All right. And so you
25 testified that you have advisory committees, including an

1 elder committee that you advise on issues facing Indigenous
2 people. Is that correct?

3 **RETIRED CHIEF CLIVE WEIGHILL:** No, it's the
4 other way around. They advise me on Indigenous issues.

5 **MS. VIRGINIA LOMAX:** Yes. And so how
6 involved are the officers on the ground with the advisory
7 committees, if at all?

8 **RETIRED CHIEF CLIVE WEIGHILL:** My executive
9 staff certainly is. The officers at the frontline,
10 officers who are on the street, they're not usually coming
11 to most of these meetings. They do attend to the pow-wow's
12 that we have in the city and things along that nature, but
13 the actual meetings I have with the advisory committee is
14 more with the executive staff.

15 **MS. VIRGINIA LOMAX:** And so is it possible
16 that the work being done at those top levels is not
17 trickling down to the officers and the ranks effectively?

18 **RETIRED CHIEF CLIVE WEIGHILL:** No, I think
19 what we try to do is have an organization where leadership
20 lights the way and we would hope that the rank and file
21 learn from the leadership of how we act, how we respond and
22 how we talk about Indigenous relations.

23 **MS. VIRGINIA LOMAX:** So you testified today
24 that you often hear of the comment that the *Youth Criminal*
25 *Justice Act* doesn't have teeth, so to speak. Is that

1 correct?

2 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

3 **MS. VIRGINIA LOMAX:** But you testified that
4 it does, and it can?

5 **RETIRED CHIEF CLIVE WEIGHILL:** I believe
6 it's a good Act.

7 **MS. VIRGINIA LOMAX:** And so you testified
8 that some of the problems that can cause, it includes
9 higher likelihood of incarceration?

10 **RETIRED CHIEF CLIVE WEIGHILL:** That's
11 correct.

12 **MS. VIRGINIA LOMAX:** And you testified that
13 diverting Indigenous youth from the criminal justice system
14 is a solution?

15 **RETIRED CHIEF CLIVE WEIGHILL:** It's not a
16 solution, but it's certainly, I think, one of the
17 contributing causes why we have over incarceration.
18 Because once you get labelled as a criminal as a youth and
19 you get put into youth custody institutions, it does help
20 to just criminalize you even further.

21 **MS. VIRGINIA LOMAX:** So would you agree with
22 the statement that governments, police and the criminal
23 justice system generally must do more to address the over
24 incarceration of Indigenous people in Canada?

25 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

1 **MS. VIRGINIA LOMAX:** Would you agree with a
2 recommendation that Canada could, may or should begin an
3 inquiry into the over incarceration of Indigenous people in
4 Canada?

5 **RETIRED CHIEF CLIVE WEIGHILL:** I would hope
6 that when we discuss the root causes of Indigenous people
7 through this Inquiry that those answers should be there
8 without having to call another inquiry.

9 **MS. VIRGINIA LOMAX:** Thank you very much.
10 Those are my questions.

11 **MS. MEREDITH PORTER:** Thank you.

12 The next party I'd like to invite up to put
13 questions to the witness is, is from the Independent First
14 Nations. Ms. Josephine de Whytell will have six-and-a-half
15 minutes for her questions.

16 **--- CROSS-EXAMINATION BY MS. JOSEPHINE de WHYTELL:**

17 **MS. JOSEPHINE de WHYTELL:** Good morning, or
18 good afternoon, I should say. Thank you. I have, first of
19 all, some questions for Retired Chief Weighill.

20 You said earlier that the CACP has no
21 authority to implement best practices as it's only an
22 association. Would federal legislation regarding minimum
23 best practices assist the various police agencies in terms
24 of providing a uniform and equitable service nationally?

25 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, if we

1 could have an agency or somebody that could put that
2 together for us to show us what the best practices are,
3 we'd gladly accept that.

4 **MS. JOSEPHINE de WHYTELL:** Do you agree that
5 every Canadian citizen requires equitable police services
6 and resources available to them?

7 **RETIRED CHIEF CLIVE WEIGHILL:** Absolutely.

8 **MS. JOSEPHINE de WHYTELL:** Do you agree that
9 a large reason for the lack of services available to
10 Indigenous peoples continues to be colonial-based policies
11 coercing organization of Indigenous peoples, and what
12 efforts are needed to ensure that Indigenous urban
13 populations have access to their inherent rights and treaty
14 rights?

15 **RETIRED CHIEF CLIVE WEIGHILL:** I believe,
16 and so does the Canadian Association Chiefs of Police, that
17 standalone policing services across Canada are run as a
18 program, and that isn't right. You would not see the
19 Regina Police Service, or the Winnipeg Police Service have
20 an end date and have to renew it within five years.

21 And we believe that should be the same for
22 our First Nations policing, they shouldn't be living on a
23 five-year contract. They deserve exactly the same police
24 protection that an urban person receives, on their First
25 Nation.

1 **MS. JOSEPHINE de WHYTELL:** Thank you. You
2 mentioned that CACP had developed a response to the TRC
3 calls to action. Can you tell us a little bit more about
4 that and how it's going to be implemented?

5 **RETIRED CHIEF CLIVE WEIGHILL:** The Canadian
6 Association Chiefs of Police did not make a response for
7 the Truth and Reconciliation Commission.

8 **MS. JOSEPHINE de WHYTELL:** Oh. My mistake.

9 **RETIRED CHIEF CLIVE WEIGHILL:** We discussed
10 the truth and reconciliation, but nothing was finalized on
11 a response from that yet.

12 **MS. JOSEPHINE de WHYTELL:** Can you advise if
13 there will be a response?

14 **RETIRED CHIEF CLIVE WEIGHILL:** I can't
15 advise that. I don't know what the CACP will be doing.

16 **MS. JOSEPHINE de WHYTELL:** Okay. I have
17 additional questions for Detective Morrison.

18 Can you explain what impact the vastness of
19 the territory covered by NAPS has on its ability to ensure
20 the life, liberty and security of victims of trauma, and in
21 your view, would a funded community protection position or
22 community safety plan help to alleviate some of those
23 problems?

24 **DETECTIVE CONSTABLE ALANA MORRISON:** Can you
25 repeat the last part of your question?

1 **MS. JOSEPHINE de WHYTELL:** Yeah. I was
2 wondering if a funded community protection position or a
3 community safety plan might help to alleviate some of the
4 problems that develop out of the vastness of the territory
5 being covered?

6 **DETECTIVE CONSTABLE ALANA MORRISON:** I would
7 imagine so, because there is -- the lack of resources there
8 right now is -- definitely has a huge impact on any victim
9 that reports a sexual assault or a severe domestic assault.
10 So if there was an action plan, absolutely I think that
11 would definitely help.

12 **MS. JOSEPHINE de WHYTELL:** And do the police
13 have discretion to not apply the *Criminal Code* where try to
14 right -- such as the right to be tried within a reasonable
15 time can't be guaranteed, and are you aware of any cases
16 that have been stayed against accused because of delay?

17 **DETECTIVE CONSTABLE ALANA MORRISON:** For
18 myself, I'm -- I don't deal with the court directly, so I
19 can't answer that.

20 **MS. JOSEPHINE de WHYTELL:** Okay. Whereas
21 you testified you have experienced some of the same
22 circumstances that you are assisting complainants with, I
23 recognize that must be both rewarding but also very
24 challenging. Is there a coordinated response to trauma
25 within the police service to protect frontline workers,

1 particularly from PTSD, and what challenges does this bring
2 to recruiting of, particularly, female officers?

3 **DETECTIVE CONSTABLE ALANA MORRISON:** That's
4 a really good question. Being a victim myself, and yes, it
5 -- sometimes I sit back some days and I can't believe the
6 position that I kind of -- I'm in right now because of my
7 own history, but I think overall that that's made me a
8 better detective for one. And the practices that our
9 service takes is -- if we have a major incident, they set
10 up a debriefing right away for the officers.

11 And as far as recruiting female officers, we
12 -- yeah. We do still struggle with that. And part and
13 parcel due to the fact that NAPS is fly-in communities and
14 it's -- unless you're actually from a First Nation
15 community that we police, it's hard for some mothers to
16 leave their children.

17 I was fortunate enough to have my children's
18 grandparents take care of my children while I was policing
19 the North, and then eventually I got moved to
20 Mishkeegogamang, which is a drive-in community where I
21 brought my children there. So I hope that answers your
22 question.

23 **MS. JOSEPHINE de WHYTELL:** Thank you. Yeah.

24 While you mentioned that survivors of
25 assault have to be removed from their community to get

1 medical attention, would you agree that improving the
2 capacity of nurses' stations to provide medical attention
3 and rape kits to victims could alleviate some of those
4 issues?

5 **DETECTIVE CONSTABLE ALANA MORRISON:**

6 Absolutely. To execute a -- sorry -- a sexual assault
7 evidence kit, a nurse has to stay with the kit, and it can
8 take somewhere up to four hours sometimes, depending on
9 what the victim reports happened to her. So as far as
10 swabs or a DNA collection goes. So a nurse -- once a kit
11 is opened, everything is notated, so it can be time
12 consuming.

13 And as far as I'm aware, the training is
14 also time consuming because I know they receive a certain
15 amount of online -- and don't quote me, I'm not a thousand
16 percent sure, but I know that there is some online
17 training, and then they have to be coached through, I
18 believe, at least three or four kits, and then they'll be
19 qualified enough to do a kit on their own.

20 So for our slower detachments, maybe to be
21 coached on three or four kits, that could take forever if
22 you -- you know, but our quick -- our faster paced
23 communities, it -- the training can be done a little bit
24 sooner. But if the nursing stations were able to for sure
25 do the kits -- don't get me wrong, some of them do the

1 kits, but -- and then we have to, as police officers,
2 remain continuity of that evidence.

3 So we can't just throw the kit on a plane
4 and bring it down to Sioux Lookout. So we have to wait for
5 an officer, actually, to -- from that community to bring it
6 down to Sioux Lookout where my other office is and then we
7 forward it to the centre of forensic science.

8 **MS. JOSEPHINE DE WHYTELL:** Thank you very
9 much. Those are my questions.

10 **MS. MEREDITH PORTER:** Thank you. The next
11 party I'd like to invite up to question the witnesses is
12 from NunatuKavut Community Council, Roy Stewart. Mr. Roy
13 Stewart will have six and a half minutes for his questions.

14 **--- CROSS-EXAMINATION BY MR. ROY STEWART:**

15 **MR. ROY STEWART:** Good afternoon, everybody.
16 Thank you again to everyone for contributing to this
17 Inquiry and thank you Commission and all Commission staff.
18 I guess just to expediate [sic] for the limited time I
19 have, I'll jump right into it.

20 My first question is for Mr. Weighill. You
21 described how many reports of missing persons are female
22 youth running from youth homes and described these as
23 habitual runaways. And, some of the processes in place to
24 address this such as having waivers assigned and allowing
25 information sharing with the on-reserve chiefs. Given that

1 many Indigenous women reside off-reserve, whether they're
2 status or non-status, First Nation, Métis or Inuit, and may
3 not have that representation from an on-reserve chief, what
4 processes or special considerations are given to missing
5 person files of off-reserve Indigenous women?

6 **RETIRED CHIEF CLIVE WEIGHILL:** Well, most of
7 the files that we would deal with would be off-reserve
8 because they're, you know, residing in the city of
9 Saskatoon, or Regina or Prince Albert at the time because
10 we're a municipal agency. So, most of the ones that we
11 would work with would have an address either at a group
12 home, or with a foster home or with a relative that they're
13 staying with.

14 **MR. ROY STEWART:** So, if the missing person
15 is not initially identified as being Indigenous by the
16 reporting party, is there any sort of internal process that
17 seeks to, I guess, flush out that information and identify
18 whether she is Indigenous?

19 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, there
20 is.

21 **MR. ROY STEWART:** Okay. And, I just have
22 one more question related to those processes that you
23 explained. First, I'm not trying to downplay or criticize
24 the internal efforts, but would you agree that the root
25 causes which contribute to the factors -- or the root

1 factors that contribute to why youth females become
2 habitual runners or are in these youth homes to begin with,
3 that the primary focus for funding and research should be
4 on those root causes?

5 **RETIRED CHIEF CLIVE WEIGHILL:** Yes. And,
6 that's why we've tried to delve through with our services
7 there as well too, because it is the root causes that we
8 have to deal with. There's a reason why somebody is either
9 running to or running from a group home or their own home.

10 **MR. ROY STEWART:** Perfect. Thanks. My next
11 question is for Constable Morrison. I have a question
12 related to one of your recommendations, and it's the one
13 where you explained that for police services that deal with
14 First Nations people, that they should have specialized
15 training when dealing with -- in interviews and working on
16 these cases. And, I believe you stated that you can't
17 teach compassion, but officers need that trait in order to
18 carry out this job. So, my question is, would you agree
19 that any police officer should have a certain level of
20 compassion, especially when dealing with Indigenous women
21 and these circumstances?

22 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes, I
23 think it definitely helps, because in my experience dealing
24 with the victims, they feed off you. They feed off you.
25 They can tell, you know, your demeanour or whatever, and I

1 think that would have an effect overall on a statement.

2 **MR. ROY STEWART:** So, when you have, I
3 guess, new recruits or incoming police officers, are you
4 aware of any way that this, I guess, level or ability to
5 care or have this compassion can be gauged, so you can know
6 whether that officer is going to be able to effectively do
7 their job?

8 **DETECTIVE CONSTABLE ALANA MORRISON:** Well,
9 it's not my job to recruit and get that sense off of a new
10 officer, but I think education is definitely key when it
11 comes to policing -- the police service that you're
12 applying to I would think.

13 **MR. ROY STEWART:** Perfect. Thanks. My next
14 question for Mr. Vicaire. You briefly touched on
15 residential schools and described the unfortunate impacts
16 and trauma that resulted from that. I just wanted to ask,
17 you know, what are your thoughts on Indigenous groups who
18 have had their communities and members subjected to
19 residential schools and the generational impacts from that,
20 but then subsequently denied the same level of services or
21 assistance as other Indigenous groups such as the health
22 and other essential services by the federal government?

23 **MR. JEAN VICAIRE:** To the best of my
24 knowledge, what I can answer in that is there is continuous
25 work that is being done in that field from different

1 resource people from the community that work on a daily
2 basis and try to deal with the results of residential
3 school, the impacts and the causes and so forth. And, I
4 think it's a continuous process that's still going on
5 today, because the impacts are so large and major that, you
6 know, it has to continue to work and we're very sensitive
7 to that. Being 50 percent of our personnel, myself, as
8 director, as a First Nation person, we're very involved
9 with the community to make sure that these people are,
10 first of all, respected, which they never got, and they are
11 dealt with accordingly with proper and appropriate measures
12 and ways towards the values that they believe in and the
13 respect that they deserve.

14 **MR. ROY STEWART:** Perfect. Thanks. My
15 final question -- and sorry if I'm mispronouncing it, but
16 Ms. Niego. So, my question is related to just cultural
17 awareness in the training of police officers in that
18 aspect. Would you agree that cultural awareness training
19 for police officers should include an educational component
20 regarding the differences between Aboriginal law and
21 Indigenous law? And, when I say this, for the record, I'm
22 referring to Aboriginal law as Canadian law as applies to
23 Indigenous people and Indigenous law as the historical laws
24 and knowledge of those Indigenous people.

25 **MS. YVONNE NIEGO:** I would say yes.

1 **MS. MEREDITH PORTER:** Thank you.

2 **MR. ROY STEWART:** Thank you, everyone.

3 **MS. MEREDITH PORTER:** The next party I'd
4 like to invite up to put questions to the witnesses is from
5 Pauktuutit et al, and I'd invite Ms. Beth Symes. And, Ms.
6 Symes will have 11 minutes for her questions.

7 **--- CROSS-EXAMINATION BY MS. BETH SYMES:**

8 **MS. BETH SYMES:** Thank you. Ms. Niego, all
9 of my questions are to you, and in particular to look at
10 what I might call better policing practices in Nunavut for
11 family violence, intimate partner violence.

12 You said that there's 25 communities in
13 Nunavut and most of them, I guess, have a minimum of two
14 police officers; is that correct?

15 **MS. YVONNE NIEGO:** Yes, that's correct.

16 **MS. BETH SYMES:** And then you said some have
17 three, and then Rankin Inlet, Baker Lake and Iqaluit must
18 have more; is that correct?

19 **MS. YVONNE NIEGO:** I believe -- I've been
20 outside of the RCMP for a few years, but Rankin Inlet
21 definitely more, Baker Lake I think is at four. Places
22 like Kugluktuk would have five or so. There are a few
23 larger than two or three.

24 **MS. BETH SYMES:** So, do you know from your
25 current position how many RCMP there are in Nunavut?

1 **MS. YVONNE NIEGO:** Last I recall, there
2 were, roughly, 150.

3 **MS. BETH SYMES:** And, how many of the 150
4 are Inuk?

5 **MS. YVONNE NIEGO:** For regular members ---

6 **MS. BETH SYMES:** For a regular member. Not
7 civilian, a regular officer.

8 **MS. YVONNE NIEGO:** Currently serving, I
9 believe there are four or five.

10 **MS. BETH SYMES:** And, I believe we heard
11 yesterday that 11 percent of them, which is about 17, are
12 women, is that your reflection?

13 **MS. YVONNE NIEGO:** I'm not sure if I was
14 here or not when that was stated.

15 **MS. BETH SYMES:** Do you know how many are
16 women?

17 **MS. YVONNE NIEGO:** No, I don't.

18 **MS. BETH SYMES:** How many of them speak
19 Inuktitut?

20 **MS. YVONNE NIEGO:** Women in particular?

21 **MS. BETH SYMES:** No, how many of the 150
22 speak the language?

23 **MS. YVONNE NIEGO:** Fluently, I would say
24 less than four or five.

25 **MS. BETH SYMES:** Now, we heard from Sergeant

1 Dee from British Columbia that for First Nation policing in
2 British Columbia, 50 percent of the officers are
3 Indigenous; am I correct, Sergeant?

4 **SERGEANT DEE STEWART:** Yes.

5 **MS. BETH SYMES:** 50 percent are Indigenous.
6 So, if that same were applied to Nunavut, you would need 75
7 Inuit officers, regular officers; is that correct?

8 **MS. YVONNE NIEGO:** Correct.

9 **MS. BETH SYMES:** And, not only would you
10 need 75 officers, but it would be very important that the
11 officers in small communities that they were also 50
12 percent Inuit; right?

13 **MS. YVONNE NIEGO:** Correct.

14 **MS. BETH SYMES:** Okay. So, no point in
15 having them all in Iqaluit, all -- do you agree?

16 **MS. YVONNE NIEGO:** Yes.

17 **MS. BETH SYMES:** Okay. Now, of the cultural
18 training, would you agree with me that cultural training
19 with respect to First Nations or with respect to Métis
20 isn't actually going to be that much help if you're posted
21 to Nunavut? You need cultural training with respect to
22 Inuit; don't you?

23 **MS. YVONNE NIEGO:** Yes, to live and work in
24 Nunavut, you need -- any program needs to be catered.
25 Anything from outside of Nunavut always -- almost always in

1 every instance, whether it's through policing or some other
2 field, it needs to be catered to Nunavut, because there are
3 such drastic differences.

4 **MS. BETH SYMES:** Okay. Now, I know this
5 isn't your division, but yesterday in Exhibit 12, we were
6 provided with cultural training. It was Aboriginal
7 training for Division K, which I believe is Alberta; right?
8 It's a very thick document, and there is exactly one page
9 about Inuit. Can you explain how Inuit are only worth one
10 page in an entire manual on Aboriginal cultural
11 competencies?

12 **MS. YVONNE NIEGO:** I'm sorry, I can't.

13 **MS. BETH SYMES:** Okay. How long would you
14 say -- you've been a frontline police officer, how long
15 would you say it took you to build a relationship with a
16 community?

17 **MS. YVONNE NIEGO:** As an Inuk being posted
18 to my home community multiple times, it didn't take me,
19 myself, too much. Working in another region of Nunavut, it
20 took some work, but the language and the culture, it brings
21 an immediate connection to the community.

22 **MS. BETH SYMES:** So, let's move onto the 146
23 -- or 145 RCMP officers who are posted to Nunavut who are
24 not Inuit and don't speak the language. How long would you
25 say it would take to develop a working relationship for

1 that officer or hose officers in that Inuit community?

2 **MS. YVONNE NIEGO:** It's person by person
3 depending on their background, their openness to learning
4 other cultures. It's really hard to answer. But, for the
5 majority, the two years in one community, they're just
6 starting to get comfortable and develop those
7 relationships.

8 **MS. BETH SYMES:** And, from what you've said
9 is that -- and then they move on after two years to another
10 community; is that correct?

11 **MS. YVONNE NIEGO:** Yes.

12 **MS. BETH SYMES:** And, out of Nunavut as
13 well?

14 **MS. YVONNE NIEGO:** Most often times, yes.

15 **MS. BETH SYMES:** Out of Nunavut. So, just
16 as they're beginning to sort of find their way in terms of
17 cultural competency, they move on?

18 **MS. YVONNE NIEGO:** Correct.

19 **MS. BETH SYMES:** Now, you were referred to
20 Exhibit 51, examining the justice system in Nunavut, and
21 you went through that -- the crime rates, both in terms of
22 serious crime rates and violent crime rates are many times
23 higher in Nunavut than in the rest of Canada; is that
24 correct?

25 **MS. YVONNE NIEGO:** That's correct.

1 **MS. BETH SYMES:** And, yesterday, I gave you
2 the statistics, Exhibit 39 we've marked it, of the crime
3 rates in Nunavut updated to 2016 in the latest Census, and
4 you looked at those yesterday; right?

5 **MS. YVONNE NIEGO:** I did.

6 **MS. BETH SYMES:** And, would you agree with
7 me that the serious crime rates and the violent crime rates
8 are, in Nunavut, still unacceptably high?

9 **MS. YVONNE NIEGO:** I would say so.

10 **MS. BETH SYMES:** And, in Nunavut, it is
11 Inuit women who are getting physically abused; is that
12 correct?

13 **MS. YVONNE NIEGO:** Not solely, but yes.

14 **MS. BETH SYMES:** And, it is Inuit women who
15 are getting sexually assaulted?

16 **MS. YVONNE NIEGO:** They are.

17 **MS. BETH SYMES:** And, it is Inuit women that
18 are getting killed? It isn't the white teacher that has
19 gone to Nunavut that's getting killed, it is an Inuit
20 woman; is that correct?

21 **MS. YVONNE NIEGO:** The only ones I am aware
22 of are Inuit women.

23 **MS. BETH SYMES:** Okay. And, in terms of the
24 offenders then, they are what either could be called
25 intimate partners or part of family violence; is that

1 correct?

2 **MS. YVONNE NIEGO:** Yes.

3 **MS. BETH SYMES:** And so, I want to explore
4 with you what might be better policing practices in Nunavut
5 for family violence or intimate partner violence. And, one
6 of the challenges with respect to it then is the building
7 of trust such that a woman would come to the RCMP officer
8 to report that she has been either physically assaulted or
9 sexually abused, et cetera; do you agree with me that
10 that's an issue?

11 **MS. YVONNE NIEGO:** Sorry, can you repeat the
12 question?

13 **MS. BETH SYMES:** In terms of dealing with
14 family violence or intimate partner violence, would you
15 agree with me that one of the challenges is building trust
16 such that the woman will come to the RCMP officer to report
17 the violence?

18 **MS. YVONNE NIEGO:** It is one of, yes.

19 **MS. BETH SYMES:** The second one is language.
20 Would you agree that that's one that we've already --
21 you've told us that there's four or five RCMP officers in
22 Nunavut speaking the language, but 89 percent of Inuit in
23 Nunavut speak their language?

24 **MS. YVONNE NIEGO:** Yes.

25 **MS. BETH SYMES:** And, if you were 65 or

1 older, 60 percent of them, Inuktitut is their first
2 language, the language that they wish to use?

3 **MS. YVONNE NIEGO:** I'm not aware of the
4 exact -- that exact percentage, but that sounds about
5 right.

6 **MS. BETH SYMES:** These were Exhibit 21 in
7 the Québec City hearing. You said that for Inuit in
8 Nunavut that housing is a big issue; right?

9 **MS. YVONNE NIEGO:** Yes.

10 **MS. BETH SYMES:** Lack of adequate housing?

11 **MS. YVONNE NIEGO:** Yes.

12 **MS. BETH SYMES:** And, that is overcrowding;
13 is that correct?

14 **MS. YVONNE NIEGO:** Yes.

15 **MS. BETH SYMES:** Okay. And, you say that
16 alcohol and drug play a significant role in family violence
17 in Nunavut?

18 **MS. YVONNE NIEGO:** Yes.

19 **MS. BETH SYMES:** And, I understand that
20 there is no residential treatment for alcohol and drugs in
21 Nunavut; am I right?

22 **MS. YVONNE NIEGO:** There are some best
23 practice models available, but it's quite limited.

24 **MS. BETH SYMES:** And, if someone wants and
25 needs a residential program, then they have to leave

1 Nunavut; is that correct?

2 **MS. YVONNE NIEGO:** For the most ---

3 **MS. BETH SYMES:** The only one is in Nunavik?

4 **MS. YVONNE NIEGO:** Yes, for the most part
5 there is a summer land type of program in our western
6 region that runs in the summer months, I believe.

7 **MS. BETH SYMES:** Okay. Thank you. Those
8 are my questions.

9 **MS. MEREDITH PORTER:** Thank you. The next
10 party I would like to invite up to put questions to the
11 witnesses is from the Inuit Tapiriit Kanatami, Ms.
12 Elizabeth Zarpa, and she will have 6-and-a-half minutes for
13 her questions.

14 **--- CROSS-EXAMINATION BY MS. ELIZABETH ZARPA:**

15 **MS. ELIZABETH ZARPA:** Good afternoon. I'm
16 primarily going to focus my cross-examination questions
17 today on former RCMP officer and current Deputy Minister of
18 Family Services, Ms. Yvonne Niego. Can I call you Yvonne?

19 **MS. YVONNE NIEGO:** Yes.

20 **MS. ELIZABETH ZARPA:** Okay. So, would you
21 agree that an essential qualification for an RCMP officer
22 is the ability to converse with the public?

23 **MS. YVONNE NIEGO:** Sorry. A...?

24 **MS. ELIZABETH ZARPA:** Would you agree that
25 an essential qualification for an RCMP officer is the

1 ability to talk with the public?

2 **MS. YVONNE NIEGO:** Yes.

3 **MS. ELIZABETH ZARPA:** Does the RCMP invest
4 in resources to ensure members are able to interact with
5 the public in either English or French, and the reason is
6 to ensure that the Canadian public is able to access police
7 services?

8 **MS. YVONNE NIEGO:** In English and French?
9 Yes.

10 **MS. ELIZABETH ZARPA:** And, would you suggest
11 that the inability to converse in Inuktitut could
12 constitute a deprivation of access to a federal service, in
13 this case, police services?

14 **MS. YVONNE NIEGO:** Yes.

15 **MS. ELIZABETH ZARPA:** And, lastly, do you
16 think that the RCMP within Nunavut is currently meeting the
17 needs of the 35,000 residents?

18 **MS. YVONNE NIEGO:** No. I believe the police
19 force needs to be representative of the public.

20 **MS. ELIZABETH ZARPA:** Thank you. So, my
21 next questions will speak a little bit about suicide.

22 So, given that the Inuit Health Survey found
23 that suicide was the second-leading cause of death in the
24 territory, would you characterize suicide as a public
25 health issue?

1 **MS. YVONNE NIEGO:** My area of expertise is
2 not so much in the health -- area of health.

3 **MS. ELIZABETH ZARPA:** Would you say that the
4 prevalence of suicide in Nunavut is ---

5 **MS. VIOLET FORD:** Sorry, I have to interrupt
6 here. Her evidence this morning was relating to the crimes
7 and not to suicide. This is not her area of expertise.
8 So, if you could ---

9 **MS. ELIZABETH ZARPA:** Is that an objection?

10 **MS. VIOLET FORD:** Yes.

11 **MS. ELIZABETH ZARPA:** Could we pause the
12 clock, please?

13 **MS. VIOLET FORD:** Yes. You would like to
14 respond to the objection?

15 **MS. ELIZABETH ZARPA:** Sure. I would like to
16 state that there is a prevalence of suicide that was
17 expressed within the Inuit Health Survey 2007-2008 exhibit
18 that was entered this morning.

19 **MS. VIOLET FORD:** We'll have the response
20 from the Chief Commissioner on the objection?

21 **CHIEF COMMISSIONER MARION BULLER:** The
22 witness can answer the question to the best of her ability,
23 but it might not be the answer you want. You'll have to
24 live with it. Go ahead, please.

25 **MS. ELIZABETH ZARPA:** So, would you

1 characterize suicide as a public health issue in Nunavut?

2 **MS. YVONNE NIEGO:** Suicide impacts every
3 community and most people in Nunavut. It is a major social
4 issue. I'm not sure how you define "public health issues",
5 but I know suicide has a major, major impact.

6 **MS. ELIZABETH ZARPA:** Okay, thank you. I'll
7 move on to the next set of questions. So, at Exhibit 51 on
8 page 25 in the second-last paragraph, and I'll paraphrase,
9 it says:

10 "There are few places of refuge available to women and
11 children fleeing violence because of the lack of housing,
12 and many women from the Kitikmeot Region go to Yellowknife
13 because of the lack of shelters. Many women fleeing
14 violence face a prospect of homelessness and losing custody
15 of their children as a consequence, and these additional
16 crises can place an extra physical or mental burden on the
17 health of abuse survivors, and it may be even more
18 stressful to leave the relationship than to stay in the
19 relationship." (as read)

20 And so, that's at page 25, the second-last
21 paragraph of Exhibit 51. So, is a lack of shelters for
22 Inuit survivors of violence a common experience throughout
23 all 25 of the Nunavut communities?

24 **MS. YVONNE NIEGO:** I'm sure there are issues
25 around sheltering of women and children in every community.

1 However, there are some shelters in Nunavut. I believe
2 there are five, as well as some make-shift type of shelter
3 spaces, temporary shelter spaces.

4 **MS. ELIZABETH ZARPA:** And, this lack of
5 shelters that are expressed in this paragraph in the
6 exhibit that was entered into evidence, is it something
7 that is caused by a lack of financial capital, or is it an
8 issue around getting staff within these shelters, or is it
9 something entirely different than creates a lack of
10 shelters for Inuit women and children fleeing violence?

11 **MS. YVONNE NIEGO:** I believe that it's a
12 combination of those you mentioned, the infrastructure, the
13 capital, the capacity of individuals to deal with the issue
14 in the community, in a small community. Not everyone is
15 willing or able to coordinate and be responsible for a
16 shelter when our communities are so small, and you're
17 related to most of the community. So, it's a very
18 difficult place to be put in. Yes.

19 **MS. ELIZABETH ZARPA:** Okay. And, I just
20 wanted to ask, it's - throughout the hearings that took
21 place in Calgary, it was looking at the government
22 services, and specifically, it looked at some front-line
23 shelter workers, and some of the testimony outlined that
24 when there's domestic violence within a situation and a
25 woman has to go to a shelter with her children, there's a

1 duty on behalf of the shelter to contact the Child, Youth
2 and Family Services.

3 And, the experience in Nunavut, if a woman
4 is fleeing violence because of domestic issues, is that
5 something that's our duty to report that to Child, Youth
6 and Family Services in Nunavut, too?

7 **MS. YVONNE NIEGO:** I know that that is - it
8 is not always reported to social services.

9 **MS. ELIZABETH ZARPA:** Okay. And, you
10 mentioned earlier Victim Services, and in your testimony,
11 you said that when Inuit are going through trauma, they
12 need to speak in their mother tongue to explain directly
13 what's going on. And, from what I understand, you
14 mentioned that Victim Service Inuktitut translators are
15 volunteers?

16 **MS. YVONNE NIEGO:** Often, the police have
17 had to resort to utilizing members of the public for
18 translation who simply volunteer because they are there.

19 **MS. ELIZABETH ZARPA:** Is that the case in
20 all different government services?

21 **MS. MEREDITH PORTER:** I'm sorry, but the
22 time is up. But, thank you so much.

23 The next party I'd like to invite up is from
24 the Assembly of First Nations of Quebec and Labrador, Ms.
25 Wina Sioui, and Ms. Sioui will have 6.5 minutes for her

1 questions.

2 --- CROSS EXAMINATION BY MS. WINA SIOUI:

3 **Me WINA SIOUI:** Bonjour Madame et Monsieur
4 les Commissaires, bonjour les panelistes. J'aurais des
5 questions aujourd'hui ou des précisions à apporter ou à
6 vérifier avec M. Jean Vicaire.

7 D'abord, M. Vicaire, j'aimerais commencer
8 par vous...

9 **UNIDENTIFIED SPEAKER:** I'm sorry, just a
10 second, the translation ---

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

12 **UNIDENTIFIED SPEAKER:** Thank you. I
13 apologize. There wasn't any translation at the time.

14 **MS. WINA SIOUI :** Is it okay now?

15 **UNIDENTIFIED SPEAKER:** I believe it's okay
16 now. Thank you.

17 **Me WINA SIOUI:** Donc, bonjour, M. Vicaire.

18 **M. JEAN VICAIRE :** Bonjour.

19 **Me WINA SIOUI :** D'abord, un grand merci pour
20 votre partage aujourd'hui. Puis vous êtes, en quelque
21 sorte, la voix des Premières Nations, des corps policiers
22 des Premières Nations au Québec. C'est très apprécié, c'est
23 très important.

24 J'aimerais, dans un premier temps, revenir
25 sur le processus de renouvellement des ententes tripartites

1 qui visent essentiellement à établir et à maintenir un
2 corps policier des Premières Nations et à assurer le
3 financement de celui-ci. Est-ce exact?

4 **M. JEAN VICAIRE** : Oui.

5 **Me WINA SIOUI** : L'entente tripartite,
6 justement, de la communauté Anishnaabe de Lac-Simon
7 échouait le 31 mars dernier, comme la majorité de toutes
8 les autres ententes au Québec. Approximativement, à quel
9 moment les échanges avec Québec et Canada ont-ils commencé
10 en vue du renouvellement de l'entente tripartite et de la
11 date butoir du 31 mars?

12 **M. JEAN VICAIRE** : Comme je l'ai mentionné
13 dans mon témoignage, la première rencontre qu'on a eue avec
14 les gens, autant le fédéral que le provincial, a début le
15 1^{er} mars 2018.

16 **Me WINA SIOUI** : Et justement, au niveau de...
17 quand vous dites que ça a commencé le 1^{er} mars, sous quelle
18 forme cet échange a-t-il pris?

19 **M. JEAN VICAIRE** : C'était sous la forme
20 d'une première rencontre, où ça s'est déroulé à Montréal.

21 **Me WINA SIOUI** : À Montréal; donc, en
22 personne?

23 **M. JEAN VICAIRE** : En personne, oui; autant
24 les membres, moi-même, le corps policier, les gens du
25 Conseil, la directrice générale et les gens... les deux

1 paliers de gouvernement au niveau des Sécurité publiques
2 Canada et Québec.

3 **Me WINA SIOUI** : Merci. Puis ensuite, combien
4 de rencontres ont eu lieu?

5 **M. JEAN VICAIRE** : Je vous dirais qu'il y a
6 eu cette première rencontre-là, le 1^{er} mars. L'autre date, à
7 ma souvenance, c'était le 29 mars. Il y en a eu une
8 troisième qui a été... la deuxième a été à Québec, dans les
9 bureaux du Ministère de la Sécurité publique et il y en a
10 eu une troisième qui s'est tenue au Lac-Simon.

11 Par la suite, entre les deux, entre Québec
12 ou c'est après, il y a eu une conférence téléphonique avec
13 eux également.

14 **MS. WINA SIOUI** : Par conférence
15 téléphonique?

16 **M. JEAN VICAIRE** : Oui.

17 **MS. WINA SIOUI** : Donc, jusqu'à maintenant...
18 vous avez justement référé, dans votre témoignage, à
19 l'analyse des besoins que vous avez présentée. Pourriez-
20 vous revenir un petit peu à ce sujet-là? Donc, j'imagine
21 que vous avez travaillé en préparation des négociations
22 pour déterminer les besoins à venir sur la base des
23 dernières années? Avez-vous l'impression que vos besoins
24 ont été pris en compte?

25 **M. JEAN VICAIRE** : L'un des aspects

1 importants pour nous, c'était d'améliorer la qualité des
2 services au sein de la communauté, c'est-à-dire d'augmenter
3 la capacité suite aux recommandations du rapport de la
4 CNESST, la Commission des normes de l'équité et de la santé
5 et sécurité au travail.

6 L'entente prévalait avant le 31 mars un
7 montant de 12 policiers, incluant le directeur. Et suite à
8 nos pourparlers avec les deux paliers, nous sommes encore à
9 une même entente, sans augmentation de personnel, malgré
10 les nombreuses tentatives d'améliorer le nombre de
11 policiers. Ce qu'on s'est fait dire, à la table de
12 pourparlers, c'est que l'année financière prochaine, ce qui
13 veut dire 2019-2020, il y aurait une augmentation de
14 55 policiers pour l'ensemble du Canada et l'année
15 d'ensuite, l'année financière qui va suivre, après ça, ça
16 va être une autre augmentation de 55 policiers pour
17 l'ensemble du territoire du Canada.

18 **MS. WINA SIOUI** : Avez-vous justement, par
19 rapport à ce nombre de policiers... savez-vous combien de
20 corps policiers des Premières Nations existent au Canada?

21 **M. JEAN VICAIRE** : Je ne pourrais pas vous
22 dire, ce n'est pas un nombre qui m'est connu, pour moi, là.

23 **MS. WINA SIOUI** : Mais ça serait plus de 55?

24 **M. JEAN VICAIRE** : C'est plus que 55. Je vous
25 dirais que c'est à peu près dans les nombres de 300 à 400,

1 tout dépendant, parce qu'il y en a certains qui se sont
2 regroupés à l'intérieur du pays, donc...

3 **MS. WINA SIOUI** : Donc, ça ne... est-ce exact
4 de dire que ça serait... qu'il y a aura peu de communautés ou
5 de corps policiers qui pourront compter sur cette addition
6 de policiers à venir?

7 **M. JEAN VICAIRE** : On a posé des questions à
8 savoir c'est quoi la méthode qui va être employée pour
9 tenter de dire combien de policiers. Dans notre cas à nous,
10 voyant la situation avec les incidents que je vous ai
11 énumérés en 2016, la desserte policière, les incidents qui
12 se déroulent quotidiennement au sein de la communauté, les
13 obligations de suivre exactement le même processus de
14 services au sein des communautés comme à l'extérieur :
15 l'ADN, la présence devant les tribunaux, le témoignage dans
16 différentes fonctions, les enquêtes de Bill-C15 qu'on doit
17 perfectionner... Et en plus, on doit perfectionner nos gens
18 suite aux évènements qui sont survenus.

19 Alors, nous, on avait demandé un budget de
20 2 900 000 \$ et nous avons conclu une entente de 2,3 qui ne
21 satisfait aucunement à nos recommandations, considérant que
22 nous avons également une problématique d'infrastructures.
23 Mais à cette même table, les infrastructures, on n'est pas
24 certains encore, selon les dires des personnes, de qui
25 allait s'en occuper au niveau des infrastructures

1 policières dans les communautés pour les infrastructures
2 policières.

3 **MS. WINA SIOUI** : Okay. Mais justement, en
4 date d'aujourd'hui, est-ce que vous avez conclu une
5 nouvelle entente? La date échouait le 31 mars - est-ce
6 qu'en date du 27 juin, je ne connais pas la date, est-ce
7 qu'en date d'aujourd'hui, vous avez conclu une nouvelle
8 entente? Et puis sinon, est-ce que vous avez eu des
9 montants de financement qui ont été versés pour maintenir
10 votre corps policier depuis le 31 mars? Donc, il y aurait
11 dû avoir deux versements, le 1^{er} mai par le Québec... oui, le
12 Québec et le deuxième pour le 1^{er} juin par le Canada. Qu'en
13 est-il?

14 **M. JEAN VICAIRE** : À ma connaissance, les
15 dernières acceptations par l'entité responsable qui est le
16 Conseil de la nation Anishnabe, ils ont accepté sous
17 certaines conditions d'aller de l'avant avec le financement
18 qui avait été offert de 2, 3 millions. Cependant, ils ont
19 clairement indiqué qu'ils ne pourront pas, avec le
20 financement qui est disponible, l'investissement qui avait
21 été demandé n'a pas été respecté.

22 Alors, c'est certain que ça va diminuer
23 l'efficacité et la capacité du corps policier à maintenir
24 ses services. Et oui, on a eu un premier versement le
25 1^{er} juin de la part du Québec, un montant qui représente

1 l'ancien budget de 1,3 million ou 50 % de ce montant-là...
2 c'est-à-dire le 48 % du Québec qui a été donné le 1^{er} juin.
3 Mais aucun montant, à ce jour, depuis cette semaine que
4 j'ai vérifié, a été alloué par le fédéral, alors qu'en mai,
5 à ma connaissance, il y aurait dû avoir des montants
6 versés.

7 **MS. WINA SIOUI** : Je vais être obligée de
8 m'arrêter ici, mais je pense que l'implication du fédéral,
9 c'est une question qui devrait être abordée très
10 prochainement, parce que c'est urgent. Merci!

11 **M. JEAN VICAIRE** : Merci.

12 **MS. MEREDITH PORTER**: Thank you. The next
13 representative I would like to invite up is from the
14 Ontario Native Women's Association, and the Ontario Native
15 Women's Association, Ms. Christina Comacchio, will have 11
16 minutes for questioning.

17 **--- CROSS-EXAMINATION BY MS. CHRISTINA COMACCHIO:**

18 **MS. CHRISTINA COMACCHIO**: Thank you. Good
19 afternoon. I'd like to begin by acknowledging the Métis
20 and the people of Treaty 4 for welcoming us onto their
21 territory this week. I'm going to be directing all my
22 questions to Detective Constable Morrison.

23 I'd like to thank you for sharing your
24 personal story and acknowledge your strength as a survivor.
25 In your testimony earlier, you spoke about the impacts of

1 domestic violence and sexual assault. You stated that
2 these forms of violence against women contribute to things
3 like suicide rate and a pattern of migration whereby
4 victims of violence leave their home communities and travel
5 to urban centres like Thunder Bay and Sioux Lookout, where
6 they become even more vulnerable.

7 So, what does this vulnerability in these
8 cities look like and does it increase the risk of women
9 being sexually exploited, going missing, can you speak to
10 what that vulnerability looks like?

11 **DETECTIVE CONSTABLE ALANA MORRISON:** From my
12 knowledge, and the survivors that I've worked with, yes,
13 when you leave a place of comfort, your home, you leave
14 your family and you come to a city where you come from a
15 small community where alcohol is not readily available as
16 it is in the city, yes. Sometimes I've been aware of
17 stories where some female that I've worked with have -- I
18 mean, I've done investigations where -- I've had to work an
19 investigation where I've had to lay charges from a
20 different jurisdiction.

21 So, when she came out of a northern
22 community and came into Thunder Bay, and was drinking, and
23 then was assaulted in the city, and then she went back to
24 her community, and when she finally reported, I took all
25 that information and relayed approximately 14 charges

1 across two jurisdictions. So, yes, in my opinion, I think
2 that they do become more vulnerable because there's a lot
3 more readily available than it would be, say, on a dry
4 First Nation community.

5 **MS. CHRISTINA COMACCHIO:** And, at what point
6 in this pattern of violence, of like abuse sometimes
7 originating in community and exacerbated by a lack of safe
8 spaces and victim services, and this migration, at what --
9 to urban centres, at what point do the women get to self-
10 determine how they live, and how they heal and how they
11 want to address the violence in their lives?

12 **DETECTIVE CONSTABLE ALANA MORRISON:** Well, I
13 think each woman is different in her own right. So, how
14 she chooses to heal, that's sort of a foundation for the
15 program that I developed, and that was, number 1, to try
16 and give any survivor that we come into contact with
17 choice, options... ..and support so that if -- because
18 each person has their own individual needs, and that is
19 also part of the program, is to address each woman as
20 individuals in their own unique choices or needs. And, I
21 think the beginning to any healing journey, including my
22 own, is to know that I have choice and I have options,
23 because when you became a victim, or when I became a
24 victim, I wasn't given that choice.

25 **MS. CHRISTINA COMACCHIO:** And, in regards to

1 your program in a document -- I'm not sure what exhibit it
2 is, but it was at Schedule H on page 2 just describing the
3 Survivor Assistance Support Program, it speaks a bit about
4 the advocacy and education role your program plays
5 regarding domestic violence and sexual assault. Could you
6 talk more about this part of the program and what role NAPS
7 plays in prevention services or education?

8 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

9 So, like I said earlier, we are still in our -- we're in
10 about three-and-a-half, almost four months now, and as far
11 as advocacy goes, as a police officer dealing with - as a
12 victim service worker and a police officer, our roles could
13 sometimes be two-fold in the sense that we have access to
14 prior records or we have access to records where, say, that
15 would be great for a Crown to know going forward with an
16 investigation or, say, a trial eventually.

17 And then, also, the officer would be able to
18 -- any past dealings with this person, we would be able to
19 update them and/or fill them in which what didn't work
20 before for them in a case, say, and then -- so, obviously,
21 you would, you know, try and put into, you know, something
22 that would help them. Like, say if they became a victim a
23 second time or a third time.

24 **MS. CHRISTINA COMACCHIO:** I just want to
25 change gears a bit. In regards to safety of women and

1 girls, we've heard throughout this Inquiry about the risks
2 associated with living near or around resource-extraction
3 projects. In your experience, have you seen an increased
4 risk of violence for women and girls living in areas
5 located near resource-extraction projects?

6 **DETECTIVE CONSTABLE ALANA MORRISON:** I don't
7 think I can answer that.

8 **MS. CHRISTINA COMACCHIO:** Okay. That's
9 fair. In regards to the 34 communities NAPS polices, do
10 all 34 communities have 24/7 policing services?

11 **DETECTIVE CONSTABLE ALANA MORRISON:** No. I
12 would -- there have been occasions where there is a
13 schedule change or, say, an officer flies out in the
14 morning and then another officer would be flying in, say,
15 the evening or the next day. So, we can't -- there have
16 been times where that has happened.

17 But, if an officer is flown into a
18 community, obviously they're there for their duration. We
19 have two shift schedules right now where some detachments
20 are 16 and 12. So, they would work 16 days straight, 12
21 days out. And then the flip side of that is the 8 and 6
22 schedule, which is 8 days in and 6 days out.

23 So, if they're in a community, yes, they
24 would be there 24/7, but sometimes, like I said, if they --
25 sometimes planes getting into communities, weather, it's

1 always a gamble.

2 **MS. CHRISTINA COMACCHIO:** And, are there any
3 communities that only have one officer on patrol in the
4 community, or available to the community?

5 **DETECTIVE CONSTABLE ALANA MORRISON:** The
6 frustration for the Nishnawbe Aski Police Service is, yes,
7 we have many officers working alone in communities. We
8 have many brave officers that handle situations on their
9 own where they've had to secure crime scenes and set up
10 where security would take over a crime scene, say if we had
11 a sudden death, and then they have to start paperwork.

12 Or, say there might be three scenes, so it's
13 up to one officer, unfortunately, that they have to try and
14 balance it all and prioritize what needs to be done. And,
15 yes, that's part of our -- the funding issue that we have.

16 **MS. CHRISTINA COMACCHIO:** And, throughout
17 the Inquiry, we've also heard from experts and survivors
18 that in remote communities, there's a huge barrier and
19 difficulty in enforcing protection orders for victims of
20 violence. In your experience, is the enforcement of
21 protection orders, like peace bonds or restraining orders,
22 is this a challenge that NAPS faces as well?

23 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes,
24 for the fact that if you have a peace bond, which they're
25 really tough to get in a First Nation community, because we

1 don't have Justices of the Peace available in the First
2 Nations. So, for a victim to get one, say, she'd have to
3 present in Thunder Bay and have it -- apply for one there
4 and have it, you know, entered onto CPIC. I mean, it's
5 possible. But, yes, just getting that is a challenge in
6 itself in a First Nation community.

7 As far as enforcing paperwork that's already
8 been signed by a justice or a judge, it can be tricky
9 because communities are so small, and sometimes the accused
10 could live right behind the victim and they can have an
11 order on there saying not to be within 50 metres or
12 something like that, and yes, it can be a challenge to
13 enforce that. But, we do the best we can.

14 **MS. CHRISTINA COMACCHIO:** So, for the women
15 who -- I mean, travelling to Thunder Bay is expensive, it's
16 far and it's time consuming. Who would cover the cost for
17 these women who need to -- who want to travel to get
18 something like a peace bond from a JP? Is it a realistic
19 resource for victims of violence in remote communities?

20 **DETECTIVE CONSTABLE ALANA MORRISON:** I
21 wouldn't know who would cover the cost. But, yes, it's
22 definitely a challenge. But, they have the option, if they
23 do feel that they're in danger, they have the option of
24 talking to the officer that's in the community, or
25 officers, and say that they're feeling unsafe or that

1 they're worried about a certain individual's behaviour.
2 They have that opportunity but most times, a lot of the
3 women they don't. And, yes, that's part of our struggle as
4 a First Nation police service.

5 **MS. CHRISTINA COMACCHIO:** And, just lastly,
6 do you have any experience in situations where the
7 *Matrimonial Real Property Act* impacts the choices of
8 victims of violence, and could you speak to that a bit?

9 **DETECTIVE CONSTABLE ALANA MORRISON:** I, as a
10 frontline officer, haven't dealt with it myself.

11 **MS. CHRISTINA COMACCHIO:** Okay. Thank you.
12 My time is almost up. Thank you.

13 **MS. MEREDITH PORTER:** Thank you. Chief
14 Commissioner and Commissioners, we're at 2:40. And so,
15 that is around the time that we're scheduled to have a
16 break. I might suggest, however, that if we were to hear
17 from at least two more witnesses, we'd be halfway through
18 the process of cross-examination. So, I'll leave it to you
19 to direct how many witnesses you would like to hear from
20 prior to the afternoon break.

21 **CHIEF COMMISSIONER MARION BULLER:** We'll
22 hear from two more parties and then take the break.

23 **MS. MEREDITH PORTER:** Thank you. So, the
24 next party I'd like to invite up is from the Canadian
25 Association of Police Governance, First Nations Police

1 Governance counsel Michelle Brass, and Ms. Brass will have
2 6.5 minutes for her questions.

3 **--- CROSS-EXAMINATION BY MS. BRASS:**

4 **MS. MICHELLE BRASS:** Thank you. Good
5 afternoon, Chief Commissioner and Commissioners, and hello,
6 participants on the panels. Welcome to Treaty 4.

7 **MS. MEREDITH PORTER:** Sorry, could we just
8 start the clock, please? Thank you.

9 **MS. MICHELLE BRASS:** Oops, I guess I gained
10 a couple of seconds there.

11 (LAUGHTER)

12 **MS. MICHELLE BRASS:** Okay. I have a few
13 questions for Constable Morrison. First off, I want to
14 thank you for sharing your stories this morning. I thought
15 you were very strong, brave and very powerful for having
16 done that, so thank you very much.

17 So, in relation to NAPS, are all of the
18 officers Indigenous?

19 **DETECTIVE CONSTABLE ALANA MORRISON:** No. I
20 think we're about 50 percent. In my own opinion, I think
21 we're about 50 percent.

22 **MS. MICHELLE BRASS:** And so, those that are
23 not Indigenous, are they much more advanced or sensitized
24 to Indigenous issues?

25 **DETECTIVE CONSTABLE ALANA MORRISON:**

1 Sensitized?

2 **MS. MICHELLE BRASS:** Well, like, are they --
3 do they get, like, cultural training on Indigenous issues
4 in northern Ontario?

5 **DETECTIVE CONSTABLE ALANA MORRISON:** I think
6 for sure when they're at the Ontario Police College that
7 there is a mandatory aspect of the program where they are
8 taught cultural, I guess, aspects of, you know, where
9 they're going, and I think if you're applying to a First
10 Nation police service, like I said earlier, you would have
11 -- I would think that the individual would have some kind
12 of background knowledge that they would dig up themselves
13 before they applied to Nishnawbe-Aski Police Service.

14 **MS. MICHELLE BRASS:** Okay. Now, it's my
15 understanding that NAPS also comes under the First Nations
16 Police Governance Council? Is it one of the signatories?

17 **DETECTIVE CONSTABLE ALANA MORRISON:** I'm not
18 exactly sure. That was before my time.

19 **MS. MICHELLE BRASS:** Okay.

20 **DETECTIVE CONSTABLE ALANA MORRISON:** Yeah.

21 **MS. MICHELLE BRASS:** Okay. So is there a
22 broader benefit to the community, all the communities in
23 Northern Ontario, to have an organization like NAPS as a
24 police service?

25 **DETECTIVE CONSTABLE ALANA MORRISON:** In my

1 own opinion, I would say yeah, because I think when you
2 have -- because -- for the regions that we police, we do
3 have, unfortunately, a high turnover rate for officers on
4 the North-West Region. And that's just because they're all
5 fly-in communities and some of them are faster paced so
6 there's a higher rate of burnout, and -- so officers are
7 constantly being transferred.

8 But getting back to if they're -- is it
9 culturally? Sorry, what was the question again? I just
10 lost my train of thought.

11 **MS. MICHELLE BRASS:** Sure. I'm just
12 wondering whether there was a broader benefit to having an
13 organization ---

14 **DETECTIVE CONSTABLE ALANA MORRISON:** Oh.

15 **MS. MICHELLE BRASS:** --- like NAPS Police --
16 yeah?

17 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.
18 Yes. Yeah, because I think that, in my own opinion,
19 officers that are -- we do have some officers that are from
20 their communities that they actually do police. So I think
21 that kind of -- it helps the comfort of people wanting to
22 come forward and report things. So yeah, I think it does
23 have a -- have its benefits.

24 **MS. MICHELLE BRASS:** Okay. So there's more
25 trust then, you would say, for a police service like NAPS?

1 **DETECTIVE CONSTABLE ALANA MORRISON:** Maybe,
2 because it's First Nation-based, and that might be the
3 difference. I can't really say though.

4 **MS. MICHELLE BRASS:** Okay. So in relation
5 to say the impacts of residential schools and the violence
6 that has come out of colonization with the loss of language
7 and culture, and we kind of see that sort of coming out now
8 in the form of domestic violence or sex violence or
9 violence within our communities, do you think that a police
10 service that's First Nation-based is better equipped to
11 help communities work through that process?

12 **DETECTIVE CONSTABLE ALANA MORRISON:** I don't
13 know if it's necessarily -- it has to be First Nation. I
14 think if you have a police service that, you know, shows
15 their compassion for the community and their want to be a
16 part of it, I don't think it would matter.

17 **MS. MICHELLE BRASS:** Okay. So -- how
18 involved is NAPS with -- in relation to such measures as
19 like restorative justice?

20 **DETECTIVE CONSTABLE ALANA MORRISON:** Far as
21 I'm aware, it is available in the communities. I know for
22 Mishkeegogamang, they have an actual restorative justice
23 worker in the community, so that definitely helps, but as
24 far as how much they're using it, I couldn't comment on
25 that.

1 **MS. MICHELLE BRASS:** Okay. But it's serves
2 a ---?

3 **DETECTIVE CONSTABLE ALANA MORRISON:** But
4 it's available. Oh, definitely. Yes.

5 **MS. MICHELLE BRASS:** Okay. And just one
6 more question.

7 **DETECTIVE CONSTABLE ALANA MORRISON:** M'hm.

8 **MS. MICHELLE BRASS:** And that relates to our
9 victims within the communities within the NAP -- NAPS, I
10 guess the areas that they police. Do you find that the
11 victims are willing to be involved with restorative justice
12 measures?

13 **DETECTIVE CONSTABLE ALANA MORRISON:** I don't
14 know if any resistance. Personally, I don't deal with that
15 portion of things. I'd have to speak to our court officer,
16 but I couldn't say.

17 **MS. MICHELLE BRASS:** Okay. I was just
18 thinking of some of the women that you work with ---

19 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

20 **MS. MICHELLE BRASS:** --- because they ---

21 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

22 **MS. MICHELLE BRASS:** --- worked through that
23 process as well?

24 **DETECTIVE CONSTABLE ALANA MORRISON:** For --
25 when -- because I deal with mainly the more severe sex

1 assault cases, we would rarely go that route.

2 **MS. MICHELLE BRASS:** Oh, okay.

3 **DETECTIVE CONSTABLE ALANA MORRISON:** Yeah.

4 Just -- if -- because I deal with the more -- like more
5 violence than ---

6 **MS. MICHELLE BRASS:** Right.

7 **DETECTIVE CONSTABLE ALANA MORRISON:** Yeah.

8 **MS. MICHELLE BRASS:** Okay. Well, thank you.
9 Those are my questions.

10 **DETECTIVE CONSTABLE ALANA MORRISON:** Thank
11 you.

12 **MS. MEREDITH PORTER:** Thank you.

13 The next party I'd like to invite up to put
14 questions to the witnesses is from the Quebec Native
15 Women's Association. I'd like to invite up Ms. Rainbow
16 Miller, and Ms. Miller will have six-and-a-half minutes for
17 her questions.

18 **--- CROSS-EXAMINATION BY MS. RAINBOW MILLER:**

19 **MS. RAINBOW MILLER:** Good day,
20 Commissioners. I would just like to say that I will do my
21 introductory in English and then I will switch to French.
22 So if you could use your...

23 My questions will be for Police -- Chief of
24 Police Jean Vicaire. But first of all, I would just like
25 to say that I acknowledge that we are on Treaty 4, and I

1 would also like to acknowledge all of the elders who have
2 come to this hearing and all the family members who have
3 lost loved ones.

4 Me Jacob, juste pour vous aviser que je vais
5 me référer à la pièce 82 dans le milieu de mes questions.

6 M. Vicaire, merci d'être venu aujourd'hui à
7 Regina. Je voudrais revenir un peu sur l'un des éléments de
8 votre témoignage. Vous avez parlé qu'en 2013, la chef du
9 Lac-Simon est venue vous voir et elle a parlé qu'il y a des
10 femmes qui lui ont dénoncé des abus sexuels de la part de
11 policiers de la SQ et vous êtes allé voir votre chef et
12 vous avez dénoncé cette situation-là. Et vous avez dit que
13 la SQ a procédé à une enquête.

14 Moi, ma question, c'est que vous, en tant
15 que chef de police qui avez fait la dénonciation, mais
16 aussi la chef de Lac-Simon, est-ce que vous avez été avisés
17 de la conclusion de ces enquêtes?

18 **M. JEAN VICAIRE** : Pas officiellement.

19 **MS. RAINBOW MILLER** : Pas officiellement. Et
20 savez-vous s'il y a eu soit une mesure disciplinaire, une
21 plainte déontologique ou il y a eu d'autres mesures qui ont
22 été prises?

23 **ME BERNARD JACOB** : Je vais m'objecter à la
24 question parce qu'il n'y a pas eu de communication
25 officielle. Conséquemment, ça pourrait être préjudiciable

1 aux gens concernés.

2 **MS. RAINBOW MILLER** : Okay. Vous avez aussi,
3 dans votre RTA, dans votre Résumé de témoignage anticipé,
4 c'était mentionné que vous vouliez parler de la pratique
5 dénoncée dans le reportage de Radio-Canada quant à la
6 pratique de l'abandon des femmes autochtones au large de
7 Val d'Or. Pourriez-vous en parler, de ça?

8 **ME BERNARD JACOB** : Je vais m'objecter.

9 **MS. MEREDITH PORTER**: Stop. Sorry, we need
10 to stop the clock. Yeah, just before you respond, we have
11 to stop the clock and address if there's an objection.
12 Okay?

13 **ME BERNARD JACOB** : Ça n'a pas été traité
14 dans l'interrogatoire principal.

15 **MS. RAINBOW MILLER** : Mais c'était dans le
16 RTA?

17 **ME BERNARD JACOB** : Oui, mais ce n'était pas
18 dans l'interrogatoire principal. Conséquemment, on ne peut
19 pas en traiter, ce sont les règles en vigueur.

20 **MS. MEREDITH PORTER**: Ms. Miller, you have
21 an opportunity to reply.

22 **MS. RAINBOW MILLER**: Okay. I just replied.
23 I said it was in the Summary of Evidence.

24 **MS. MEREDITH PORTER**: Okay. Can you ---?

25 **MS. RAINBOW MILLER**: It's in the anticipated

1 evidence. He did not have time to talk about it.

2 **ME BERNARD JACOB** : Première question, il
3 faut lui poser la question s'il était au courant, s'il a
4 une connaissance personnelle des évènements.

5 **MS. RAINBOW MILLER** : C'était dans le RTA ;
6 j'imagine que quand vous l'avez... vous l'avez préparé..
7 c'est...

8 **ME BERNARD JACOB** : Il a parlé... tout ce dont
9 il a parlé, c'est qu'il y avait eu une plainte de Lac-
10 Simon.

11 **MS. RAINBOW MILLER** : Okay, bon.

12 **MS. MEREDITH PORTER**: This is just prior to
13 (inaudible).

14 **CHIEF COMMISSIONER MARION BULLER**: Let's
15 just stop for a moment, please ---

16 **MS. MEREDITH PORTER**: Yeah.

17 **CHIEF COMMISSIONER MARION BULLER**: --- so we
18 have clarity on the record.

19 Your position? Commission counsel's
20 position on the objection, please.

21 **MS. MEREDITH PORTER**: Yes. So I'm looking
22 at the Summary of Anticipated Evidence that was filed as
23 part of the materials. Sorry, I'm hearing myself talk.
24 And it does say in the third paragraph that Mr. Vicaire
25 will:

1 "...testify about the practice denounced in Radio-Canada of
2 abandoning Indigenous women outside of Val d'Or." (As
3 read)

4 So to the extent of his knowledge, because
5 he has spoken to the Radio-Canada coverage of that event,
6 it would be Commission counsel's position that he is able
7 to speak to those details that he has personal knowledge of
8 that are not contained within the scope of the publication
9 ban, for example, that was put into place today. And it is
10 -- certainly, some details regarding those events are in
11 his Summary of Evidence that was filed in his materials.

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

13 Yes, and there's ---

14 **ME MARIE-PAULE BOUCHER:** There's going to be
15 an objection (off mic) position as ---

16 **CHIEF COMMISSIONER MARION BULLER:** Could you
17 come forward please, on the record?

18 **ME MARIE-PAULE BOUCHER:** Donc, Me Boucher
19 pour le Procureur général du Québec.

20 Effectivement, s'il n'a pas été mis en
21 preuve lors du témoignage principal, ce qu'il y avait dans
22 le *will-say*... le *will-say* indiqueuniquement les choses
23 qui pourraient parler, mais ça n'a pas été mis en preuve
24 dans cette mesure... vous n'entendez pas? It's not being
25 translated?

1 **MS. MEREDITH PORTER:** It just -- sorry. The
2 translation just started, so if you could just -- sorry,
3 just start your comment all over again.

4 **Me MARIE-PAULE BOUCHER:** O.k. Dans le résumé
5 de preuve anticipée, on mentionne ça, sauf que ça n'a pas
6 été mentionné en interrogatoire principal et je supporte la
7 position de mon confrère, Me Jacob, qui est sur le panel, <
8 l'effet que comme ça n'a pas été introduit dans
9 l'interrogatoire principal, même si c'est dans le *will say*,
10 ça ne peut pas faire l'objet d'un contre-interrogatoire
11 selon les règles en vigueur par la Commission.

12 **MS. MEREDITH PORTER:** Okay. Well, as I
13 mentioned, I understood that the details that were being
14 questioned were not -- the details with respect to what the
15 events had happened in Val d'Or, that the names of
16 individuals he did speak briefly to that issue. But, I
17 understood that there was an objection and there was
18 certain parameters around the evidence that could be
19 shared.

20 **Me MARIE-PAULE BOUCHER:** But, he didn't talk
21 about the Radio-Canada admission. He didn't talk about
22 that in his -- dans son interrogatoire-en-chef. He didn't
23 speak about it.

24 **CHIEF COMMISSIONER MARION BULLER:** Okay.
25 Well, here's the interesting issue in all of this. This

1 witness, with all due respect, has not been qualified to
2 give expert opinion evidence about anything. His opinion
3 -- or his evidence -- or, I'm sorry. I'll back up for a
4 moment. The question regarding CBC and/or media coverage
5 has to do with his opinion. Quite frankly, his opinion is
6 not helpful ---

7 **MS. MARIE-PAULE BOUCHER:** Okay.

8 **CHIEF COMMISSIONER MARION BULLER:** --- and
9 he hasn't been qualified to give it anyway, so I'm not
10 allowing the question. Your next question, please, and
11 start the clock.

12 **Me RAINBOW MILLER:** Bon, vous avez...
13 excusez-moi, je vais essayer de revenir dans mes questions
14 et le peu de temps que j'ai.

15 Vous avez parlé du poste de police
16 communautaire mixte autochtone de Val d'Or et certaines
17 réserves, mais le temps c'est comme coupé. Est-ce que vous
18 auriez d'autre chose à rajouter concernant vos
19 commentaires?

20 **M. JEAN VICAIRE:** La seule chose que je peux
21 dire c'est que ç'a débuté après que j'aie quitté mes
22 fonctions à la Sûreté. C'est un programme qui a été
23 implanté au sein de Val d'Or par les autorités de la Sûreté
24 du Québec à un haut niveau et la seule chose que je
25 pourrais dire c'est que la perception des gens c'est que ça

1 s'est fait sans consultation au niveau des Premières
2 nations, autant au niveau Anishinaabe que les autres
3 nations, cris et autres.

4 **Me RAINBOW MILLER:** Et est-ce que vous
5 considérez que ça l'a apporté des bienfaits ou la
6 population que vous connaissez, parce que vous les côtoyez
7 régulièrement et les gens du Lac Simon. Quelle est leur
8 opinion sur cette unité?

9 **M. JEAN VICAIRE:** Je pourrais pas vous dire
10 l'efficacité de leur travail ou je pourrais pas... ça
11 serait que de vous dire un à peu près et puis c'est pas
12 dans ma nature de faire cela.

13 **Me RAINBOW MILLER:** J'aurais une question
14 concernant... vous avez déposé en preuve des ententes
15 tripartites et à l'intérieur de ces ententes-là, il y a, à
16 l'Annexe G, un exemple des mesures disciplinaires qui
17 peuvent être prises dans un corps de police autochtone. Et
18 j'aimerais me référer plus spécifiquement aux articles 27
19 et 35.

20 Dans ces articles-là...

21 **M. JEAN VICAIRE:** Il n'y a pas de G.

22 **Me RAINBOW MILLER:** Dans ces articles-là, ça
23 démontre que le Conseil... en vertu des ententes
24 tripartites, le Conseil est en quelque sorte l'employeur du
25 corps de police et le Conseil peut s'émettre dans les

1 mesures disciplinaires.

2 Considérez-vous que la structure, cette
3 structure, pourrait apporter des situations de conflit
4 d'intérêts?

5 **M. JEAN VICAIRE:** Moi, je vous dirais que
6 non parce que la façon que c'est établi c'est qu'il y a un
7 code de discipline. Il est interne au niveau du service de
8 police et c'est administré et c'est géré sous ma gouverne
9 comme directeur du corps de police.

10 **Me RAINBOW MILLER:** O.k. Mais si je
11 comprends bien, à l'article 53, par exemple, si vous
12 décidez de faire une mesure disciplinaire, le Conseil
13 peut... en fait, excusez, je vais juste le lire : « La
14 sanction disciplinaire est soumise à l'approbation du
15 Conseil. »

16 **M. JEAN VICAIRE:** Oui, la décision finale,
17 exemple, une fin d'emploi, parce que c'est l'employeur.

18 **Me RAINBOW MILLER:** Donc si, par exemple, le
19 policier à qui vous voulez faire une mesure disciplinaire
20 est relié au niveau familial à quelqu'un au Conseil, vous
21 ne considérez pas que ça peut quelques fois créer des
22 conflits d'intérêts cette situation-là?

23 **M. JEAN VICAIRE:** À date, pour les quatre
24 années que j'ai... il y a presque quatre années que j'ai
25 œuvré là... j'ai pas vu la situation, mais ça pourrait se

1 faire, mais à ce moment-là on prendrait les moyens pour
2 éviter cela.

3 **Me RAINBOW MILLER:** Et j'aimerais parler des
4 situations, par exemple, où dans un corps de police
5 autochtone, il y a un membre de la communauté qui est un
6 policier qui doit faire des enquêtes, par exemple, sur un
7 suspect qui se retrouve être un membre de famille. Est-ce
8 que parfois ça peut arriver qu'il y a des situations de
9 conflit d'intérêts?

10 **M. JEAN VICAIRE:** Je vous dirais que ça peut
11 arriver. Dans les circonstances où... moi je suis avisé
12 quotidiennement sur les événements qui surviennent dans la
13 communauté et j'ai des gens également qui sont des
14 superviseurs de relève, qu'on appelle, et si la situation
15 se présente, c'est définitivement qu'on va demander au
16 policier ou à la policière de se retirer du dossier pour
17 justement éviter qu'il y ait des problématiques à cet
18 égard-là.

19 **Me RAINBOW MILLER:** Je suis désolée, j'avais
20 plein d'autres questions pour vous, mais avec six minutes,
21 on ne peut pas poser grand-chose.

22 Merci.

23 **MS. MEREDITH PORTER:** So, with that, I
24 believe those are the two witnesses that we had agreed to
25 hear from prior to the afternoon break. So, I will leave

1 it to your discretion and your direction on how long you
2 would like to take for a break.

3 **CHIEF COMMISSIONER MARION BULLER:** Fifteen
4 (15) minutes, please, 1-5.

5 **MS. MEREDITH PORTER:** One-five. So, that
6 brings us back into the hearing room at 3:15.

7 --- Upon recessing at 3:01 p.m.

8 --- Upon resuming at 3:21 p.m.

9 **MS. MEREDITH PORTER:** ...Women and Girls
10 Coalition Manitoba. I would like to invite up Ms.
11 Catherine Dunn, will have 11 minutes for questioning of the
12 witnesses.

13 **--- CROSS-EXAMINATION BY MS. CATHERINE DUNN:**

14 **MS. CATHERINE DUNN:** Good afternoon. My
15 first set of questions are for Chief Weighill. Chief
16 Weighill, I -- can you tell me whether all of the provinces
17 and territories are represented in your Canadian
18 Association of Chiefs of Police?

19 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, they
20 are, and all the territories. Yes.

21 **MS. CATHERINE DUNN:** And, in the territories
22 and in the provinces, can you tell me how many Indigenous
23 Chiefs of Police there are in any of the provinces or in
24 the territories?

25 **RETIRED CHIEF CLIVE WEIGHILL:** I couldn't

1 tell you exactly. I would be guessing in the area of 20,
2 in and around that range.

3 **MS. CATHERINE DUNN:** Sorry?

4 **RETIRED CHIEF CLIVE WEIGHILL:** I'd be
5 guessing in and around the range of around 20. I don't
6 know for sure though.

7 **MS. CATHERINE DUNN:** Okay.

8 **RETIRED CHIEF CLIVE WEIGHILL:** They have
9 their own association, the First Nation Police Association
10 as a part of us.

11 **MS. CATHERINE DUNN:** Okay. In the municipal
12 jurisdictions in which form part of the Canadian
13 Association of Chiefs of Police, are there any Indigenous
14 Chiefs of Police?

15 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

16 **MS. CATHERINE DUNN:** Okay. What percentage
17 are there?

18 **RETIRED CHIEF CLIVE WEIGHILL:** I hazard a
19 guess it's very small.

20 **MS. CATHERINE DUNN:** Okay. Less than 5
21 percent?

22 **RETIRED CHIEF CLIVE WEIGHILL:** Could be in
23 that range. I can't say for sure.

24 **MS. CATHERINE DUNN:** Okay. Of those number,
25 how many female Indigenous Chiefs of Police are there?

1 **RETIRED CHIEF CLIVE WEIGHILL:** You know, I
2 really don't know of any.

3 **MS. CATHERINE DUNN:** Okay. There are none
4 as far as you're aware?

5 **RETIRED CHIEF CLIVE WEIGHILL:** I couldn't
6 name one offhand right now.

7 **MS. CATHERINE DUNN:** Okay. That means you
8 don't know or you think there are none?

9 **RETIRED CHIEF CLIVE WEIGHILL:** I don't know.

10 **MS. CATHERINE DUNN:** Okay. Fair enough.
11 Would you agree that the primary reason for Indigenous
12 people being involved in crime in Canada are because of
13 colonialism?

14 **RETIRED CHIEF CLIVE WEIGHILL:** I would say
15 that certainly would be one of the contributing factors and
16 the fallout from that.

17 **MS. CATHERINE DUNN:** And, one of the
18 systemic reasons for Indigenous peoples being involved
19 either as victims or perpetrators of crime is because of
20 the chronic fallback or fallout of colonialism and Indian
21 residential schools such as alcoholism, drug abuse, poor
22 housing, things of that nature?

23 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, I've
24 been quoted on that many times.

25 **MS. CATHERINE DUNN:** Okay. And, do you

1 agree that the police are a resource for Canada to address
2 some of those systemic problems that we've discussed?

3 **RETIRED CHIEF CLIVE WEIGHILL:** I'd like to
4 think that we're a part to play in trying to lessen the
5 effects.

6 **MS. CATHERINE DUNN:** Right. And, would you
7 say that the police play a significant role across Canada,
8 in the territories, in bringing the Indigenous people into
9 a position of trust with criminal justice?

10 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

11 **MS. CATHERINE DUNN:** The police are, in
12 fact, usually the first resource that a person of
13 Indigenous background, either as a victim or a perpetrator,
14 they're -- the first people that they run into are the
15 police; correct?

16 **RETIRED CHIEF CLIVE WEIGHILL:** That is
17 correct.

18 **MS. CATHERINE DUNN:** And, it is extremely
19 important as a victim of a crime to be able to express
20 yourself in a way that makes you feel safe and comfortable?

21 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

22 **MS. CATHERINE DUNN:** And, one of the very
23 essence of safety and comfort is to be able to express
24 yourself in your own culture, in your own language, talking
25 to a person who you can relate to as being part of your

1 culture, not someone else's culture, would you agree?

2 **RETIRED CHIEF CLIVE WEIGHILL:** I think that
3 makes common sense. If you were to travel to Europe and
4 you meet other Canadians, that's -- the first people you
5 would talk to would be another Canadian if you could find
6 one.

7 **MS. CATHERINE DUNN:** And so, it's very
8 important from the police association perspective to bring
9 home that sort of information to the police forces across
10 Canada. Even though you are an advocate and not a rule
11 bearing organization, it is important that the police
12 chiefs across this country understand how important it is
13 to have Indigenous police officers throughout the
14 territories, throughout the provinces?

15 **RETIRED CHIEF CLIVE WEIGHILL:** Yes,
16 absolutely.

17 **MS. CATHERINE DUNN:** Because they are the
18 first step for a victim; right?

19 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

20 **MS. CATHERINE DUNN:** Okay. And, it would be
21 fair to say that without that Indigenous lens, that first
22 step to being a police officer as an Indigenous person,
23 that can create a sense of trust in and of itself, if you
24 as an Indigenous person are speaking to an Indigenous
25 police officer and telling them your story?

1 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

2 **MS. CATHERINE DUNN:** And, would it not be
3 the very best of practices to have a concerted effort on
4 all of the police forces in Canada, including the
5 territories, including the provinces, to increase the
6 number of Indigenous police officers throughout the nation?

7 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, we're
8 all working towards that. Yes.

9 **MS. CATHERINE DUNN:** I would put to you that
10 though you're working towards it, the number of Indigenous
11 police officers in this country is abysmally poor compared
12 to other cultural groups, would you agree?

13 **RETIRED CHIEF CLIVE WEIGHILL:** I wouldn't
14 say compared to other cultural groups. No, I wouldn't say
15 that.

16 **MS. CATHERINE DUNN:** Would you say it's
17 abysmally small compared to ---

18 **RETIRED CHIEF CLIVE WEIGHILL:** It depends
19 which provinces and which areas you go to. I would say in
20 the prairie provinces in Western Canada, our numbers are
21 probably higher than Eastern Canada.

22 **MS. CATHERINE DUNN:** Okay. Are they
23 approaching 50 percent?

24 **RETIRED CHIEF CLIVE WEIGHILL:** Pardon me?

25 **MS. CATHERINE DUNN:** Are they approaching 50

1 percent?

2 **RETIRED CHIEF CLIVE WEIGHILL:** 50 percent?

3 I'd say they're approaching the percentage of the
4 population in a lot of areas.

5 **MS. CATHERINE DUNN:** The population -- of
6 Indigenous population you mean?

7 **RETIRED CHIEF CLIVE WEIGHILL:** Yes. Yes.
8 So, for instance, you know, you have Regina or Saskatoon,
9 their Indigenous population is around, depends on who you
10 talk to, 12, 13 percent, our rates are in and around 9.5 or
11 10 percent. So, we're very close to the population that's
12 in our area. Not that ---

13 **MS. CATHERINE DUNN:** Except that ---

14 **RETIRED CHIEF CLIVE WEIGHILL:** Not that it's
15 acceptable ---

16 **MS. CATHERINE DUNN:** Yes.

17 **RETIRED CHIEF CLIVE WEIGHILL:** --- but I'm
18 just saying -- when you're asking that question.

19 **MS. CATHERINE DUNN:** No, I understand. But,
20 except in terms of the number of people who are
21 incarcerated, it's not a lot more than 13 percent. The
22 population does not represent the number of Indigenous
23 people who go through the system, the criminal justice
24 system.

25 **RETIRED CHIEF CLIVE WEIGHILL:** No. And, I

1 didn't realize you were talking about that. Absolutely.
2 The numbers are around 90 percent in the prairies of
3 Indigenous people in our correctional centres.

4 **MS. CATHERINE DUNN:** Right. Thank you.
5 And, would you agree that in terms of services for victims
6 of crime, that it is extremely important from the get-go to
7 establish trust with a victim in order to encourage other
8 victims to come forward to tell their story?

9 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

10 **MS. CATHERINE DUNN:** And, it's a lot easier
11 to tell your story as a victim to someone from your own
12 culture than -- or it may be than opposed to somebody who
13 is not from your own culture?

14 **RETIRED CHIEF CLIVE WEIGHILL:** I would say
15 in general terms. Like, it depends, I guess, on who you
16 talk to and how you're being treated, whether they're from
17 your culture or not. But, I would suggest the same as you,
18 that probably on the outset, on the appearance, it would
19 make it much easier for somebody.

20 **MS. CATHERINE DUNN:** And, would you agree
21 that community based organizations led by Indigenous people
22 have a real role in fulfilling trust relationships with
23 Indigenous victims?

24 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

25 **MS. CATHERINE DUNN:** And, would you agree

1 that in 2018, there is definitely not enough funding going
2 to community based organizations who are led by Indigenous
3 people to deal with assisting the police in establishing
4 trust with victims and Indigenous families?

5 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

6 **MS. CATHERINE DUNN:** Would you agree that --
7 and you weren't here for this evidence. But, we've heard
8 evidence before today that some Indigenous women or girls
9 are detained -- there are stories that they have been
10 detained in cells wearing just their undergarments. Are
11 you aware of that allegation?

12 **RETIRED CHIEF CLIVE WEIGHILL:** I'm aware of
13 those allegations, yes, from Human Rights Watch. Yes.

14 **MS. CATHERINE DUNN:** And, would you agree
15 with me that there is no condition at all under which this
16 sort of situation should happen in Canada?

17 **RETIRED CHIEF CLIVE WEIGHILL:** I would agree
18 that in almost every single circumstance that should not be
19 happening, but we have had circumstances where people have
20 tried to harm themselves ---

21 **MS. CATHERINE DUNN:** Well, people who harm
22 themselves ---

23 **RETIRED CHIEF CLIVE WEIGHILL:** --- that
24 would be the only difference.

25 **MS. CATHERINE DUNN:** --- have special

1 clothing to wear, do they not?

2 **MS. ASHLEY SMITH:** Sorry, Chief Weighill
3 hadn't finished his answer ---

4 **MS. CATHERINE DUNN:** I'm sorry. I
5 apologize.

6 **MS. ASHLEY SMITH:** --- before he was cut
7 off. Not a problem. Thank you.

8 **MS. CATHERINE DUNN:** Sorry. Sorry, it's one
9 of my -- sorry.

10 **RETIRED CHIEF CLIVE WEIGHILL:** I know, we're
11 all tight for time here, I understand that. Continue.
12 I've answered enough. That's fine.

13 **MS. CATHERINE DUNN:** All right. I just
14 wanted to say that, as a follow up to that question, women
15 who are placed in detention cells in their undergarments,
16 I'm going to suggest to you that that's not a security
17 issue, that is a human rights issue, and that if people are
18 concerned about an inmate who is going to commit suicide,
19 they can have clothing placed on them besides their
20 undergarments?

21 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, I would
22 agree with that. Yes.

23 **MS. CATHERINE DUNN:** Okay. In every case?

24 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

25 **MS. CATHERINE DUNN:** Fine. And, I would

1 suggest that it is best practices for police never to strip
2 search women who are detained in custody by an officer not
3 of the same gender?

4 **RETIRED CHIEF CLIVE WEIGHILL:** I absolutely
5 agree with that.

6 **MS. CATHERINE DUNN:** All right. In no
7 cases, that is, that that should ever happen.

8 **RETIRED CHIEF CLIVE WEIGHILL:** If they're
9 already in custody and in our ---

10 **MS. CATHERINE DUNN:** Yes.

11 **RETIRED CHIEF CLIVE WEIGHILL:** --- detention
12 centre ---

13 **MS. CATHERINE DUNN:** Right.

14 **RETIRED CHIEF CLIVE WEIGHILL:** --- then I
15 would agree with you, yes.

16 **MS. CATHERINE DUNN:** Thank you. Would you
17 agree that it is a good -- best practice never to charge a
18 female victim coming in with a complaint with a dual
19 offence at the same time that she is coming forward with a
20 criminal offence in relation to herself? That is a very
21 long convoluted question. Would you agree that it is not a
22 best practice to charge a female complainant coming into
23 report a crime with another crime?

24 **RETIRED CHIEF CLIVE WEIGHILL:** I would say
25 it's not a best practice to charge anybody until a full

1 investigation is done and you have all the facts ---

2 **MS. CATHERINE DUNN:** Okay.

3 **RETIRED CHIEF CLIVE WEIGHILL:** --- that
4 would lead you to the proper charge I would surmise.

5 **MS. CATHERINE DUNN:** Would you agree that
6 women who come in to report a personal crime, such as
7 sexual assault or domestic violence, are vulnerable and
8 skittish in terms of their ability to remain in the police
9 station to tell their story?

10 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

11 **MS. CATHERINE DUNN:** And, if they think --
12 sorry. I -- did you have a question or...?

13 **MS. MEREDITH PORTER:** No, your time is up.

14 **MS. CATHERINE DUNN:** Oh, I'm -- yes. Right.
15 Oh, that. Okay.

16 **MS. MEREDITH PORTER:** Thank you.

17 **MS. CATHERINE DUNN:** Thank you.

18 **MS. MEREDITH PORTER:** A minor detail, yes.

19 **RETIRED CHIEF CLIVE WEIGHILL:** Hm.

20 **MS. MEREDITH PORTER:** Thank you. So, the
21 next party that's scheduled in order to question the
22 witnesses is from the Regina Treaty Status Indian Services.
23 So, at this time, I'd like to invite up Ms. Erica Beaudin.
24 Ms. Beaudin will have 11 minutes for her questions.

25 **--- CROSS-EXAMINATION BY MS. ERICA BEAUDIN:**

1 **MS. ERICA BEAUDIN:** After this, we have one
2 more time to get it right, where I'm able to look down.
3 So, good afternoon. Thank you to the elders... ..drummers
4 and singers for their prayers and songs these past few
5 days. As a citizen of Treaty 4, I welcome all visitors to
6 our strong and vibrant treaty area. My name is Erica
7 Beaudin, and I'm the Executive Director of the Regina
8 Treaty Status Indian Services.

9 My first question is to Mr. Weighill. Thank
10 you for your presentation this morning. First, as a
11 disclosure, I've assisted in the creation of the protocol
12 that exists between the File Hills Qu'Appelle Tribal
13 Council and the Regina Police Service, and I currently sit
14 as a technician on this protocol. I also acknowledge that
15 Regina Police Chief Evan Bray, is in the crowd, and we work
16 very well together.

17 When it -- when Tamara Keepness went missing
18 on July 5th, 2004, I personally witnessed how police
19 services have the ability to work with community, and
20 that's when I became a true believer in community policing.
21 I acknowledge there has been much work that has occurred in
22 Regina in the past few years, as well as an acknowledgement
23 by all parties that there is much more work to be done.

24 The comment you made earlier, Mr. Weighill,
25 in your presentation that police officers feel incredible

1 pressure when they work on missing cases, they fear their
2 work will be seen in a negative light or their work will
3 come under scrutiny.

4 Can you elaborate on that statement,
5 briefly?

6 **RETIRED CHIEF CLIVE WEIGHILL:** Sure I can.
7 I think there's been so much awareness now about missing
8 persons and trying to get girls home safely that it's put a
9 lot of pressure on our police officers if they can't be
10 successful in that mission that they're going to be
11 criticized, even if they put all their effort into it. So
12 in the back of their minds, they're concerned that even if
13 they've done everything that they can, that they'll still
14 be criticized that they didn't do enough. So it puts a
15 humungous amount of pressure on them.

16 **MS. ERICA BEAUDIN:** Okay. Do you believe
17 this increases their diligence or reduces their diligence?
18 And further, does this increase accountability or does it
19 increase the feeling of protection on the brotherhood
20 within the police force?

21 **RETIRED CHIEF CLIVE WEIGHILL:** No, I think
22 it's increased the awareness for this and increased the
23 diligence of our police services right across Canada.
24 There's no doubt in my mind the awareness marches and the
25 awareness of the Inquiry and lead up to the Inquiry has

1 certainly led to a lot more diligence in police
2 investigations.

3 **MS. ERICA BEAUDIN:** Thank you. In
4 Saskatchewan, we've been working on the issue of missing
5 persons together since 2005. Together, we created an
6 action plan to create capacity to address when a person
7 goes missing.

8 The government response to our
9 recommendations was to only create capacity within current
10 systems. Most of the funding and positions went to police
11 services. This included Victims Services in historical
12 case positions, as you talked about this morning.

13 Do you believe that when police services
14 receive the bulk of the monies to create capacity, this
15 only increases systemic responses so that when the families
16 of MMIWG2S have completed their involvement with the legal
17 justice systems they are not left with many community
18 supports they require?

19 **RETIRED CHIEF CLIVE WEIGHILL:** Yes. And I
20 think it's a fine balance. I wouldn't say that the police
21 are getting too much. I would say that there's not enough
22 money -- enough funding all the way around. It's -- I
23 would suggest that there needs to be more funding of
24 non-police, but not less for the police, but more funding
25 for the non-police remedies that we may have.

1 **MS. ERICA BEAUDIN:** So if there is a finite
2 amount of money, then it should go to police services
3 first?

4 **RETIRED CHIEF CLIVE WEIGHILL:** Not
5 necessarily, if there's a good alternative that would --
6 that could help, I could certainly see that happening as
7 well too. But I don't think you can take the resources
8 away because at the end of the day the police are going to
9 be responsible for that investigation, so they need the
10 resources to do that investigation.

11 **MS. ERICA BEAUDIN:** Okay. You spoke this
12 morning about various advisory Indigenous committees that
13 municipal police forces in Saskatchewan have created in
14 order to advise them. Can you discuss the selection
15 process for these committees?

16 **RETIRED CHIEF CLIVE WEIGHILL:** The selection
17 process?

18 **MS. ERICA BEAUDIN:** Yes.

19 **RETIRED CHIEF CLIVE WEIGHILL:** Well, for the
20 Saskatoon Police Advisory Committee, we get in touch with
21 their -- the local organizations. So for instance, we
22 would to go to OUTSaskatoon and say would you have a
23 representative that you would like to sit on our board.
24 And so we would approach organizations like that. So the
25 organization would put forward who they think should sit on

1 the committee, not us asking for a specific person.

2 **MS. ERICA BEAUDIN:** Okay.

3 **RETIRED CHIEF CLIVE WEIGHILL:** Same thing
4 with our elders advisory committees. We consult with other
5 elders within the City of Saskatoon on who they feel
6 comfortable with and work with as elders on that committee.

7 **MS. ERICA BEAUDIN:** Do you feel there may be
8 more of a transparent or fair process that can be created
9 that is more inclusive of the average urban Indigenous
10 person?

11 **RETIRED CHIEF CLIVE WEIGHILL:** I would
12 certainly be open to any processes somebody could put
13 forward that would make the community comfortable for that,
14 yes.

15 **MS. ERICA BEAUDIN:** When are elders
16 committees called upon to give advice?

17 **RETIRED CHIEF CLIVE WEIGHILL:** We meet
18 regularly every season, four times per year.

19 **MS. ERICA BEAUDIN:** Okay. So are elders
20 advisory committees brought together for special
21 circumstances, or when a community need is -- has become
22 apparent, other than the usual meetings, the regular
23 meetings?

24 **RETIRED CHIEF CLIVE WEIGHILL:** We certainly
25 did when we were working our way through the MMIWG2S

1 monument in Saskatoon, we brought meetings together, and
2 our elders led those meetings for us.

3 **MS. ERICA BEAUDIN:** What is creative
4 processes that would ensure that elders or knowledge
5 keepers are not used for a systemic agenda, and therefore,
6 being co-opted into supporting a police systemic response?

7 **RETIRED CHIEF CLIVE WEIGHILL:** You know,
8 that's a good question because there always is a debate
9 within the community, and I know that, about certain elders
10 should be on a committee, certain elders should not. And I
11 can't work my way through that one. I have never been able
12 to work my way through that.

13 **MS. ERICA BEAUDIN:** Do you believe it is a
14 fair comment from people outside of the police system that
15 these types of advisory committees have been created to
16 continue the imbalance of power for citizen input?

17 **RETIRED CHIEF CLIVE WEIGHILL:** No, I believe
18 they've been created so that they increase input into the
19 police organization.

20 **MS. ERICA BEAUDIN:** Is there another type of
21 committee or something else that it could be called that
22 could be created to sit as other than advisors when called
23 upon, one with equal ability to call and discuss issues
24 with police?

25 **RETIRED CHIEF CLIVE WEIGHILL:** I would see

1 no reason why not.

2 **MS. ERICA BEAUDIN:** Thank you. Would you
3 agree with the statement that in the past 10 years the
4 government in Saskatchewan's trend is to create positions
5 within their systems, in this case the police, rather than
6 create capacity within the community?

7 **RETIRED CHIEF CLIVE WEIGHILL:** Could you
8 repeat that question please?

9 **MS. ERICA BEAUDIN:** Would you agree with the
10 statement that in the past 10 years the government in
11 Saskatchewan, their trend is to create positions within
12 their systems, in this case the police, rather than create
13 capacity within the community?

14 **RETIRED CHIEF CLIVE WEIGHILL:** No, I don't
15 think that would be a fair statement. Certainly, they have
16 given money to the police and Victim Services, but they
17 have also given money to other organizations and CBAs and
18 stuff along the way too. So I don't think it's just been a
19 one-way street.

20 **MS. ERICA BEAUDIN:** Okay. I'd be very
21 interested to find out about those other resources, and
22 especially if they are sustainable past a year.

23 What is your response to the statement that
24 police services receive an unfair advantage in receiving
25 resources that are systemic responses and not family

1 responses?

2 **RETIRED CHIEF CLIVE WEIGHILL:** Sorry, I'll
3 have to get you -- that sentence doesn't make sense to me.
4 I'm sorry, I can't...

5 **MS. ERICA BEAUDIN:** What is your response to
6 the statement that police services receive an unfair
7 advantage in receiving resources that are systemic
8 responses not family responses?

9 **RETIRED CHIEF CLIVE WEIGHILL:** I don't think
10 that's a fair statement. As in my past life as a police
11 chief, we asked for resources that we thought we needed,
12 and that's why we asked for them, certainly not to build up
13 any systemic action on anybody's part. We did need the
14 resources to do certain things that the public expected of
15 us, and we've asked for those resources.

16 **MS. ERICA BEAUDIN:** Thank you. This
17 morning, you talked about truth and reconciliation training
18 for municipal police services. In all of your work you've
19 done and witnessed, which many -- much of it is very good,
20 Mr. Weighill, if police services had an unlimited budget,
21 what is -- very quickly -- what is your wish list for
22 cultural awareness and diversity training for officers?
23 I'm talking about content and amounts of training time and
24 recertification.

25 **RETIRED CHIEF CLIVE WEIGHILL:** Oh, I think

1 it is -- you know, there's been discussion here today and
2 before, I think it's ongoing because it's always evolving,
3 or our whole world evolves all the time in what our world
4 views are. So I think there has to be a -- if I had my
5 way, there would be a lot more funding available for
6 police.

7 The trouble we have with trying to train
8 police officers, if you're training them you're taking them
9 off the street. So for instance, almost everywhere you go,
10 if you're a police chief, you get hit by another group. So
11 it'll be, "Chief, you better change your -- train your
12 people in FASD." "Chief, you better train your people in",
13 some other kind of affliction that goes on, "you better
14 train your chief on more Muslims. You better train..."

15 Like we get -- so what I guess my point
16 would be is we'd need extra resources so that we could pull
17 our officers off the street to give them more training that
18 they could really rely upon.

19 **MS. ERICA BEAUDIN:** Okay. This morning, you
20 talked about representative workforces. You stated the
21 statistics of 9.5 one year and 9.8 of Indigenous hiring's.
22 What is the ratio for officers and civilian positions
23 within these percentages?

24 **RETIRED CHIEF CLIVE WEIGHILL:** Well, if it's
25 9.8 percent, it'd be 9.8/100, I guess.

1 **MS. ERICA BEAUDIN:** Of all officers, it's
2 9.8 percent?

3 **RETIRED CHIEF CLIVE WEIGHILL:** Those are
4 sworn officers, not civilian. I'm talking sworn officers.

5 **MS. ERICA BEAUDIN:** Okay. So that doesn't
6 include civilian ---

7 **RETIRED CHIEF CLIVE WEIGHILL:** No.

8 **MS. ERICA BEAUDIN:** --- positions at all?

9 **RETIRED CHIEF CLIVE WEIGHILL:** That does
10 not. That is sworn officers.

11 **MS. ERICA BEAUDIN:** Okay. How many
12 Indigenous police officers have been hired in Saskatoon and
13 Regina in the past five years?

14 **RETIRED CHIEF CLIVE WEIGHILL:** Saskatoon's
15 gone, I think, from 32 to 60 -- oh, I've got the number
16 here.

17 Okay. Could I have the question again? I'm
18 sorry, I wasted a couple of your seconds there.

19 **MS. ERICA BEAUDIN:** Okay. I'm trying to go
20 to my most important questions here. I have 1:33 left.

21 How many Indigenous police officers have
22 been hired in Saskatchewan and Regina in the past five
23 years?

24 **RETIRED CHIEF CLIVE WEIGHILL:** I can't
25 answer that for Regina right now. I can answer for

1 Saskatoon at -- we went up to, I think, 62 officers, I
2 believe, from about 30.

3 **MS. ERICA BEAUDIN:** In the past five years?

4 **RETIRED CHIEF CLIVE WEIGHILL:** In the past
5 10 years.

6 **MS. ERICA BEAUDIN:** Past 10 years.

7 **RETIRED CHIEF CLIVE WEIGHILL:** Past five,
8 yeah....

9 **MS. ERICA BEAUDIN:** Is there a glass ceiling
10 for these officers? How many hold executive positions?

11 **RETIRED CHIEF CLIVE WEIGHILL:** Five percent.
12 There's one senior officer in Saskatoon, Métis. We have
13 12.7 percents are supervisors. Our staff sergeants and
14 sergeants. Twelve-point-one percent are constables.

15 **MS. ERICA BEAUDIN:** Okay. Does Saskatchewan
16 have a specific recruitment and training plan for
17 Indigenous people who want to become officers, and is there
18 a need for this?

19 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, there is
20 a need for it. And, we rely a lot on the Aboriginal -- the
21 police Aboriginal preparedness that runs out of Polytechnic
22 in Regina, Saskatoon and Prince Albert. It's the biggest
23 one that we rely on for preparedness.

24 **MS. ERICA BEAUDIN:** Okay. The next question
25 I have, I am aware that Regina Police Service have not been

1 very successful in hiring Indigenous officers, and they are
2 looking at that. But, do you believe that Saskatchewan
3 requires specific Indigenous cultural units made up of
4 officers and civilian positions especially in light of the
5 lack of Indigenous officers that are hired? And then just
6 secondly, how can this type of unit be elevated to respond
7 to the unique needs of the urban Indigenous community in
8 each city?

9 **RETIRED CHIEF CLIVE WEIGHILL:** I don't
10 believe in special units created along cultural racial
11 lines. I believe we need more Indigenous people on our
12 police service, but they should be in the various positions
13 in that service be in school resource, major crime, patrol.
14 They should be throughout the whole place. That's --
15 diversity brings strength of the service, and when you
16 start to compartmentalize it, you don't get that strength.
17 I would rather see everybody across the spectrum in our
18 police service.

19 **MS. ERICA BEAUDIN:** Okay. Unfortunately, I
20 have now expended my time. Thank you to all of the other
21 witnesses today, very much appreciate your presentations.

22 **MS. MEREDITH PORTER:** Thank you. The next
23 representative I'd like to invite up is from the Vancouver
24 Rape Relief and Women's Shelter. Ms. Hilla Kerner will
25 have 11 minutes for her questions.

1 --- CROSS-EXAMINATION BY MS. HILLA KERNER:

2 **MS. HILLA KERNER:** Thank you. I want to
3 thank the Aboriginal shelters of Ontario for giving me
4 their time. And, also, I want to say Yvonne and Alana, I'm
5 a frontline worker at the Rape Crisis Centre and Transition
6 House, and I'm moved beyond words for your impressive,
7 powerful commitment and work for women and children.

8 Chief Weighill, my questions will be mainly
9 to you and mainly about your presidency and membership at
10 the Canadian Association of Chiefs of Police. In your time
11 as a president of the association, how many women were
12 active members in the association, and what percentage is
13 -- was that out of the general membership?

14 **RETIRED CHIEF CLIVE WEIGHILL:** I wouldn't
15 have a number on that. I'm sorry.

16 **MS. HILLA KERNER:** Are you aware of any
17 discussions or resolutions in the association regarding
18 sexual assault and misogyny within the police force?

19 **RETIRED CHIEF CLIVE WEIGHILL:** Certainly
20 that's been a topic of discussion when we have our annual
21 general membership meeting at our town hall meetings, yes.

22 **MS. HILLA KERNER:** And, what resolution has
23 passed about it?

24 **RETIRED CHIEF CLIVE WEIGHILL:** There was no
25 resolution passed.

1 **MS. HILLA KERNER:** Okay. It looks like a
2 lot of the work of the association is done by committees?

3 **RETIRED CHIEF CLIVE WEIGHILL:** That's
4 correct.

5 **MS. HILLA KERNER:** I notice the association
6 has committees about aviation security, counter terrorism,
7 organized crime, drugs, and other issues. Is there a
8 community about male violence against women?

9 **RETIRED CHIEF CLIVE WEIGHILL:** It would
10 mainly fall in the areas of crime prevention. We have ---

11 **MS. HILLA KERNER:** Are you familiar with the
12 resolution about domestic violence that association passed
13 a couple of years ago?

14 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

15 **MS. HILLA KERNER:** Are you aware that there
16 is nowhere in the resolution use of the term "male" as
17 those who commit the violence, and "women" as those who are
18 victims of that violence?

19 **RETIRED CHIEF CLIVE WEIGHILL:** Yes. You
20 know, I really couldn't remember the exact wording of the
21 resolution.

22 **MS. HILLA KERNER:** Do you agree that
23 transparency is crucial for police accountability?

24 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, I do.

25 **MS. HILLA KERNER:** Are there or were there

1 any discussions or resolutions passed by the association
2 about transparency of police work and having police work
3 available for public scrutiny?

4 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, the
5 global studies just finished on police acceptance. That
6 report went to the board last year, and there will be
7 another one coming out this year. I don't know what the
8 recommendations will be, because they will come up at our
9 annual general meeting in August.

10 **MS. HILLA KERNER:** Okay. We're looking
11 forward to seeing it. Are there or were there any
12 discussion and/or resolution passed by the association
13 about women's groups' oversight of police work or male
14 violence against women?

15 **RETIRED CHIEF CLIVE WEIGHILL:** No.

16 **MS. HILLA KERNER:** Okay. Are there or were
17 there any discussion or resolution passed by the
18 association about any model of civilian oversight of police
19 work?

20 **RETIRED CHIEF CLIVE WEIGHILL:** There has not
21 been any motions passed, not that they know. It's been
22 discussed, certainly, but not...

23 **MS. HILLA KERNER:** Okay. Are you familiar
24 with the concept of civilian oversight of police work and
25 how it is crucial in a democratic society to hold the

1 police as a state agent who is -- has a lot of authority
2 and power, in particular in our context on male violence
3 against women or male violence against Indigenous women?
4 Are you familiar with models, discussions?

5 **RETIRED CHIEF CLIVE WEIGHILL:** I'm
6 completely fluent with civilian oversight, and I don't
7 think you'd find any chief in Canada that would argue that
8 police should have civilian oversight, and officers should
9 have civilian oversight of their conduct as well too.

10 **MS. HILLA KERNER:** I'm sorry, can you
11 repeat? I would not find any chief of police who is
12 arguing for civilian oversight?

13 **RETIRED CHIEF CLIVE WEIGHILL:** No, I would
14 say you would not find any chief of police that would argue
15 that we don't need civilian oversight.

16 **MS. HILLA KERNER:** Okay.

17 **RETIRED CHIEF CLIVE WEIGHILL:** I think
18 almost every chief would embrace civilian oversight, and
19 oversight for police misconduct as well.

20 **MS. HILLA KERNER:** Okay. I will ask a few
21 questions about your work as the Head of Saskatoon Police.

22 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

23 **MS. HILLA KERNER:** Since you seem to
24 supportive -- be supportive of the notion of civilian
25 oversight, would you agree that one very concrete way is to

1 have the data of women coming forward and complain about
2 male violence against women whether with pimping or buying
3 sex, incest rape, sexual assault, wife battering, that it
4 will be useful as a first step of transparency to have the
5 data available on the police website and the data about how
6 many cases have been followed through with recommended
7 charges or charges?

8 **RETIRED CHIEF CLIVE WEIGHILL:** I would see
9 no issue with that at all to have that on our website.
10 And, I would suggest, too, in those questions asked, and it
11 kind of dovetails with what you're saying, is that when
12 we've had the discussion about unfounded cases, and I sit
13 on the Canadian Justice Statistics -- one of the committees
14 for the CACP, and we looked at that.

15 And, a lot of the issues that we've had with
16 that is that the term "unfounded" has been used wrongly
17 because there has been so many tick boxes you can use. So,
18 from now on, it'll be -- used "unable to substantiate".
19 So, we can say to the victim, "We do believe what you've
20 said, but we have been unable to substantiate that charge."
21 It doesn't mean that it never happened, it doesn't mean
22 that -- it's just that we've not been able to substantiate
23 it, and that's one of the issues we have when we're doing
24 our statistics on this. Now, it will make it very clear.

25 **MS. HILLA KERNER:** Okay. So, were you

1 familiar with the rate of unfounded cases in Saskatoon
2 Police?

3 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

4 **MS. HILLA KERNER:** Can you share it with us?

5 **RETIRED CHIEF CLIVE WEIGHILL:** It was around
6 in the 8 to 10 percent mark.

7 **MS. HILLA KERNER:** The Globe and Mail
8 research found 15 percent.

9 **RETIRED CHIEF CLIVE WEIGHILL:** When we
10 researched, what we -- we went through all the files, and a
11 public report went to our Board of Police Commissioners,
12 and it was down in the range I just quoted now when we
13 looked through the files, because of what I said, the way
14 of quoting those, some of those should have been quoted
15 "unable to substantiate", not "unfounded", which does sound
16 like we've just closed the case and didn't believe the
17 victim.

18 **MS. HILLA KERNER:** So, are you familiar with
19 the actual number of the cases reviewed by your police
20 department of cases that were previously catalogued as
21 unfounded?

22 **RETIRED CHIEF CLIVE WEIGHILL:** I couldn't --
23 I haven't got the numbers before here me today. The exact
24 numbers.

25 **MS. HILLA KERNER:** The number I pulled from

1 the media report is 284, does that sound reasonable?

2 **RETIRED CHIEF CLIVE WEIGHILL:** That would be
3 in the range I would imagine, yes.

4 **MS. HILLA KERNER:** Okay. Do you know who or
5 remember who conducted the review? Was it an internal
6 review or did the Saskatoon Police allow an external
7 reviewer -- reviewing of those cases?

8 **RETIRED CHIEF CLIVE WEIGHILL:** We brought a
9 retired female inspector back to review all those files.

10 **MS. HILLA KERNER:** So, at least from the
11 media review, 80 percent of the cases that were looked at
12 are still deemed unfounded. There is some adaptation of
13 the twenty -- 18 percent of different category, two cases
14 weren't substantiated, but still -- Saskatoon Police still
15 deemed many of them unfounded. And, I wanted to know if in
16 -- as part of the review, were there interviewed -- were
17 victims who made complaints that their cases were deemed
18 unfounded, were they interviewed?

19 **RETIRED CHIEF CLIVE WEIGHILL:** You know, I
20 can't answer that because the review was not completed till
21 after I left as the chief, so I don't know the findings on
22 that.

23 **MS. HILLA KERNER:** Okay. Well, I would like
24 to suggest that probably, and I would like to know if you
25 would agree with me, if there is a review of unfounded

1 cases, the best thing to start with is going, again, back
2 to the original complaint made by the women who were
3 victims of male violence, because often it was unfounded,
4 she was dismissed as an incredible witness. So, her
5 original statement and the report of it were not given
6 enough information for the person who's conducting the
7 review; will you agree with me?

8 **RETIRED CHIEF CLIVE WEIGHILL:** I would agree
9 as far that -- and it was my belief that anybody that was
10 in that category would be re-interviewed again.

11 **MS. HILLA KERNER:** Okay.

12 **RETIRED CHIEF CLIVE WEIGHILL:** But, I must
13 stress that a lot of those that were case unfounded, it was
14 because that's the only category we had for the Canadian
15 Centre for Justice Statistics to actually compile those
16 statistics. That has now been changed to "unable to
17 substantiate" which is a big difference. It means that we
18 do believe the victim, we've investigated it, but we
19 couldn't substantiate the claim.

20 **MS. HILLA KERNER:** Okay. Since some of my
21 time is in the generosity of the Aboriginal Centres of
22 Ontario, I would like to ask both Yvonne and Alana, are
23 there enough shelters for women in the area that you work?
24 We know that homelessness is a very strong element for
25 women's vulnerability to male violence. It's not a root

1 cause, but it's definitely an aggravating factor.

2 So, the communities and the women you are
3 serving, do they have accessibility to enough women's
4 shelters?

5 **MS. YVONNE NIEGO:** For Nunavut, currently I
6 am aware of three specific communities out of our 25 that
7 are demanding shelters. We're working with those
8 communities to try to help them. Resourcing is always an
9 issue. In other communities, there are some demands that
10 surface, but again, it's very difficult in a small
11 community to find the right model for a community of that
12 size.

13 **MS. HILLA KERNER:** Yes. Would you say that
14 probably the best leadership to design those kinds of
15 shelters will be women from that community?

16 **MS. YVONNE NIEGO:** I believe women would
17 play a large role, but I think it takes collaboration among
18 many partners, yes.

19 **MS. HILLA KERNER:** So, would you recommend
20 to the Inquiry that funding for establishment and
21 maintenance of women's shelters in the area of your work
22 should be one of the recommendations?

23 **MS. YVONNE NIEGO:** Yes. With our housing
24 crisis, we need general public housing. So, we need an
25 influx of housing in general, the infrastructure. But,

1 then, our territorial government funds the O&M, the
2 operations and maintenance of the shelters, so we also need
3 an increase in funding and resourcing there.

4 **MS. HILLA KERNER:** Thank you. Alana?

5 **DETECTIVE CONSTABLE ALANA MORRISON:** As far
6 as the area that we police being, like I said earlier, the
7 northwest region and the central region, I know of three
8 shelters -- no, sorry, four shelters in the northwest
9 region, one being in an actual community, which is
10 Mishkeegogamang, and the other three are located in Sioux
11 Lookout, Dryden, Ear Falls.

12 Now, the women in the north absolutely have
13 access to these. However, it's not as simple as making a
14 call and calling a cab. It's arranging flights. It's
15 packing up your kids and, yes, getting a charter. And then
16 they do have access to the shelters in Thunder Bay as well,
17 too, which is a larger city, but again, it's arranging
18 flights. So, if there was some community-based ones, I
19 think that would be more beneficial.

20 **MS. HILLA KERNER:** Great. Thank you very
21 much.

22 **DETECTIVE CONSTABLE ALANA MORRISON:** Thank
23 you.

24 **MS. MEREDITH PORTER:** Thank you. The next
25 representative I'd like to invite up to the podium is from

1 the Aboriginal Women's Action Network, Ms. Faye Blaney.
2 And, Ms. Blaney will have 6.5 minutes for her questions.

3 **--- CROSS-EXAMINATION BY MS. FAYE BLANEY:**

4 **MS. FAYE BLANEY:** I have way more questions
5 than 6.5, but I'll do my best. I just wanted to start by
6 remembering my great grand aunt who was killed in the
7 Downtown Eastside in 1952 as a result of male violence in
8 our community where she was ostracized, and I think it's
9 important for us to remember why we're here, and I
10 definitely remember why I'm here.

11 My first question is to Sergeant Dee
12 Stewart. Where is she? Way over there. Okay. I want to
13 know what role does the Indigenous policing unit play in
14 resolving the murdered and missing cases on the Highway of
15 Tears?

16 **SERGEANT DEE STEWART:** What their role is?

17 **MS. FAYE BLANEY:** Yes.

18 **SERGEANT DEE STEWART:** For the historical
19 ones, they actually have a unit in B.C. that just is
20 dedicated to that.

21 **MS. FAYE BLANEY:** The E-PANA Division?

22 **SERGEANT DEE STEWART:** Yes.

23 **MS. FAYE BLANEY:** And so, you're ---

24 **SERGEANT DEE STEWART:** And, it's still --
25 oh, I'm sorry to cut you off.

1 **MS. FAYE BLANEY:** Go ahead.

2 **SERGEANT DEE STEWART:** It's still ongoing.
3 I think many of our communities think it stopped, and it
4 hasn't.

5 **MS. FAYE BLANEY:** And so, your unit doesn't
6 play any role in that at all?

7 **SERGEANT DEE STEWART:** Yes. Well, I guess I
8 get updates from it. But, also, if my missing -- my
9 liaison that I have, the missing persons liaison, she'll
10 look into those files and monitor them. Yes.

11 **MS. FAYE BLANEY:** In your updates, are the
12 numbers of the RCMP consistent with the numbers that are
13 coming out of the community with the missing and murdered?

14 **SERGEANT DEE STEWART:** You mean -- I don't
15 understand your question. I'm sorry.

16 **MS. FAYE BLANEY:** Well, in the Highway of
17 Tears, I think the police list their numbers, and I'm
18 asking you a question I already know the answer. I think
19 the RCMP numbers are 18, right, for the Highway of Tears?

20 **SERGEANT DEE STEWART:** I don't know the
21 exact number. I'm sorry.

22 **MS. FAYE BLANEY:** Okay. And, the community
23 is saying that there's 44, and I just really want that on
24 the record to make sure that it's heard that there are
25 actually 44.

1 So, what's the relationship between the E-
2 PANA division and the newly formed FILU unit in northern
3 B.C.?

4 **SERGEANT DEE STEWART:** I think they're very
5 close. I know that the FILU unit, we -- my own unit is
6 very close to the FILU unit in B.C., and I know that that
7 unit, the Major Crime Unit, I guess, is moreover, their
8 unit contacts them regularly. Yes. And, we refer
9 regularly, just like as of last week.

10 **MS. FAYE BLANEY:** Would it ---

11 **SERGEANT DEE STEWART:** We're very close with
12 them. I'm sorry. I keep cutting you off.

13 **MS. FAYE BLANEY:** No, that's okay. Would it
14 be accurate to say that some of the police officers from
15 the E-PANA division have moved over to FILU?

16 **SERGEANT DEE STEWART:** I don't think so.
17 No. I know they -- I have not heard that.

18 **MS. FAYE BLANEY:** Okay. And, are you aware
19 of FILU addressing the cases in the Highway of Tears?
20 Like, how many cases have they advanced or how many
21 families have they dealt with?

22 **SERGEANT DEE STEWART:** I'm not sure on that
23 one. I know that Emily and Freda are the ones that we deal
24 with the most.

25 **MS. FAYE BLANEY:** Okay. So, I have another

1 question for you, but I not get a moment to answer it. I
2 wanted to ask Detective Constable Alana Morrison a
3 question. I just wanted to continue the questioning that
4 was raised by the Quebec Native Women's organization. They
5 were talking about the policies and practises -- I'm
6 nervous and I can't speak. The policies and practises that
7 you employ when an officer from your police organization is
8 dealing with male violence against women and when the
9 perpetrator is a relative, a male relative of the officer.
10 Do you have a policy or a practice when that occurs? Did
11 you understand my question, even?

12 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

13 **MS. FAYE BLANEY:** Okay.

14 **DETECTIVE CONSTABLE ALANA MORRISON:** So, as
15 far as my knowledge goes, we have a few detachments on the
16 northwest region where there are officers that police those
17 communities that are actually from them. If they're -- I
18 don't know that it's written actually in policy, but they
19 are able to have -- if they have another officer that they
20 can hand the case over to, they'll do that and declare a
21 conflict.

22 **MS. FAYE BLANEY:** Okay. And, if there's
23 only one officer, will they attend?

24 **DETECTIVE CONSTABLE ALANA MORRISON:**
25 Absolutely. Yes. In the sense that if someone is in

1 danger, for sure. I would expect that they would. But, I
2 mean, to deal with the initial incident and making sure
3 that the victim is safe, and then if there's any ongoing
4 investigation, either the Crime Unit would go in, like
5 myself or my partners, or -- yes, it depends on the
6 severity.

7 **MS. FAYE BLANEY:** Okay. So, I do have a
8 minute left. I wanted to go back to Sergeant Stewart.

9 I'm really concerned about the *Protection of*
10 *Communities and Exploited Persons Act*, and I'm just
11 wondering, do you see the issue of prostitution as being
12 one of the root causes of the murdered and missing
13 Indigenous women and girls?

14 **SERGEANT DEE STEWART:** I don't know if I can
15 comment on that except that I -- no. I don't -- does it
16 matter?

17 **MS. FAYE BLANEY:** Yes, it matters a lot.
18 Are you familiar with survival sex workers or prosti ---

19 **SERGEANT DEE STEWART:** No, I'm sorry. I
20 shouldn't have said it that way. I don't think we should
21 look at what they're -- where they are and what they're
22 doing. We should always be just concerned about -- that
23 they were murdered and they shouldn't be marginalized, I
24 guess, is how I feel.

25 **MS. FAY BLANEY:** Yes, I'm asking more about

1 the ---

2 **DETECTIVE CONSTABLE ALANA MORRISON:** But, I
3 understand what you -- sorry.

4 **MS. FAY BLANEY:** --- living ones. My time
5 is up and I wanted to ask what E division is doing about
6 it, but...

7 **MS. MEREDITH PORTER:** Thank you.

8 **DETECTIVE CONSTABLE ALANA MORRISON:** Oh, I
9 can't answer it.

10 **MS. MEREDITH PORTER:** The next
11 representative is from the Liard Aboriginal Women's
12 Society. So, I have four people listed as speaking, so
13 I'll ask -- I apologize, I'll ask you to identify yourself
14 for the record, we won't start the clock till then. But,
15 the representative has 11 minutes.

16 **MS. LEILA GEGGIE HURST:** I'm Leila Geggie Hurst from the
17 Liard Aboriginal Women's Society.

18 **MS. MEREDITH PORTER:** Okay. Thank you.

19 **--- CROSS-EXAMINATION BY MS. LEILA GEGGIE HURST:**

20 **MS. LEILA GEGGIE HURST:** Thank you. And,
21 thank you to the people of Treaty 4 territory and the Métis
22 nation for welcoming us onto your lands. Thank you to the
23 elders, the Commissioners, and especially to the families
24 here in the audience and the survivors watching at home as
25 well. I'd like to also thank our colleagues at the

1 Government of Yukon for sharing their time to support the
2 voices of Indigenous women's organizations.

3 I have questions for a few panellists, but
4 I'd like to start by addressing Sergeant Stewart.
5 Sergeant, my understanding is that this panel is on
6 developing and maintaining relationships with Indigenous
7 communities and survivors. Yesterday, Commissioner Lucki
8 was unequivocal that any RCMP officer found guilty of
9 sexualized violence would be terminated from their
10 position, but unfortunately, as many of us are
11 unfortunately aware, a finding of not guilty doesn't
12 necessarily mean innocence and it doesn't necessarily mean
13 that damage hasn't been done to the relationship with the
14 community, would you agree?

15 **SERGEANT DEE STEWART:** I agree.

16 **MS. LEILA GEGGIE HURST:** Can I ask what your
17 procedure is when an officer is found not guilty of an
18 alleged sexual violence or misconduct?

19 **MS. ANNE TURLEY:** I'm going to object to
20 that question because Sergeant Stewart is here to talk
21 about the programs and initiatives that E division has with
22 respect to developing and fostering the relationships. So,
23 I don't think it's within the mandate of what Sergeant
24 Stewart is here to talk about. She's not here at large.
25 We did have Commissioner Lucki who was here. We do have

1 another RCMP witness who is talking tomorrow about
2 investigative practices and policies, but this was a very
3 limited nature and it goes well beyond the bounds of what
4 the materials filed were.

5 **MS. MEREDITH PORTER:** And, the
6 representative has an opportunity to reply.

7 **MS. LEILA GEGGIE HURST:** I would say two
8 things. First, that this is an issue that's been very
9 significant to the relationship between Indigenous people
10 and survivors in the community that the Liard Aboriginal
11 Women's Society serves. I would also express a general
12 concern that if the witnesses are able to completely
13 control the evidence that is entered in direct examination,
14 it significantly limits the narratives and limits the areas
15 that we, as parties with standing and advocacy groups, are
16 able to explore, and I think that that truth would be
17 beneficial for the Commission as a whole.

18 So, my reply would depend on whether or not
19 these are questions I could ask tomorrow to Deputy
20 Commissioner Butterworth-Carr.

21 **MS. MEREDITH PORTER:** It would be the
22 position of Commission Counsel that the previous question,
23 Sergeant Stewart did confirm that there is harm that is
24 done to the relationship with the community. So, to the
25 extent of her knowledge and to the extent that I understand

1 the question is for her to expand on that harm that she has
2 confirmed is done, it would be Commission Counsel's
3 position that she can answer that question to the extent of
4 her knowledge.

5 **CHIEF COMMISSIONER MARION BULLER:** Certainly
6 this witness can answer a question with respect to the
7 impact on communities as she has seen it in her work, but
8 to go past that, I think it's probably best left untouched
9 at this point. I understand your position. To a certain
10 extent, I agree with it. On the other hand, witnesses are
11 presented for certain purposes. So, go ahead with your
12 question on that basis of her understanding from community
13 policing.

14 **MS. LEILA GEGGIE HURST:** Many of my
15 questions have to do with the specific procedures that the
16 RCMP takes, so I understand that that is outside of the
17 bounds of what you're able to speak to today. I suppose I
18 would say, with the initiatives that you control, do you
19 see steps being taken to address the perception that
20 officers who have committed violence, but who have been
21 found non-guilty, have essentially been put on paid
22 vacation or then shipped off to a different unsuspecting
23 community, if you're able to speak to that?

24 **SERGEANT DEE STEWART:** I actually don't know
25 of an incident of that, so I'm sorry.

1 **MS. LEILA GEGGIE HURST:** That's okay. Would
2 you agree that if such an incident were to occur, it could
3 impact the recruitment and retention of Indigenous recruits
4 and officers?

5 **SERGEANT DEE STEWART:** Absolutely. I agree.

6 **MS. LEILA GEGGIE HURST:** Thank you. I'd
7 like to ask some questions of Detective Constable Morrison.
8 Detective Constable, I'd like to thank you for sharing your
9 stories and your candour today. I think much of your
10 description of the realities of the world that you're
11 working in is very familiar to those of us who have worked
12 in the Yukon and are serving those isolated communities as
13 well.

14 I wonder with your SIS program, SRS program
15 -- I apologize, the acronym. With the support for the
16 victims flowing through NAPS, whether you ever see any
17 reluctance or any lack of trust from the victims because
18 that service is being administered by a police force?

19 **DETECTIVE CONSTABLE ALANA MORRISON:**
20 Actually, it's -- from what the ladies that are -- that I'm
21 overseeing right now, it's been welcomed. Just because,
22 like I said, it's enhanced and enhanced is the actual --
23 when they're directed to victim services. And, I think
24 it's welcomed in the sense that it's immediate.

25 **MS. LEILA GEGGIE HURST:** I'd like to ask you

1 whether you have any interactions with -- you've mentioned
2 interacting with various other different social service
3 organizations in the course of the work. Do you interact
4 with Child and Family Services in your line of work?

5 **DETECTIVE CONSTABLE ALANA MORRISON:** All the
6 time. Yes, we do joint interviews all the time. Yes.

7 **MS. LEILA GEGGIE HURST:** I'm wondering if
8 you'd be able to, you know, just kind of an open question,
9 provide some detail of the experiences that you've had with
10 Child and Family Services when they become involved on your
11 files.

12 **DETECTIVE CONSTABLE ALANA MORRISON:** I think
13 we have a great ongoing relationship. It's been many years
14 for me doing this job, so they directly contact me now and
15 we're on a first name basis. And, I think the children
16 that we interview and come in contact with sense that ease
17 between the two agencies, and I think that has a huge
18 impact on a statement that a child gives because they feel
19 more comfortable. And, I'm the one that usually does the
20 interviews with the children and CFS will monitor, and I
21 usually ask them if they have any questions before we wrap
22 up. So, I think, in my opinion, the relationship is great.

23 **MS. LEILA GEGGIE HURST:** Do you see Child
24 and Family Services having a significant role in
25 determining the safety of Indigenous women and girls?

1 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.
2 For the younger girls that I deal with, yes, they're the
3 ones that implement the safety plans, and they get
4 initialled by whichever officer is in the community, and
5 otherwise -- I mean, it's more or less making the officer
6 aware that there is a safety plan in place should a call
7 come in from that particular home.

8 **MS. LEILA GEGGIE HURST:** Would you agree
9 that a complete understanding of the tragedy of missing and
10 murdered Indigenous women and girls, trans, two-spirited
11 people would be enhanced by a complete understanding of the
12 state of Child and Family Services in your territory or
13 across Canada?

14 **DETECTIVE CONSTABLE ALANA MORRISON:**
15 Absolutely. We actually -- for the ladies that are out
16 there in the four communities right now, we've added the
17 LGBQ into our -- sorry, my apologies. We added that into
18 our presentations now, because it is -- it's in the
19 forefront of everything now and it's a part of who the
20 victims are that we deal with. So, absolutely it has to be
21 there.

22 **MS. LEILA GEGGIE HURST:** I believe you also
23 mentioned interacting with victim services in your line of
24 work; is that correct?

25 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

1 **MS. LEILA GEGGIE HURST:** Could you expand a
2 bit on your experience when victim services becomes a part
3 of your file, how that interaction works?

4 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes,
5 absolutely. There was a little bit of confusion when my
6 program first got off the ground, because I had met with
7 the higher ups and unfortunately the news didn't trickle
8 down in a couple of cases. So, they were, kind of, caught
9 off guard, the actual on the ground workers a little bit
10 caught off guard thinking that we were trying to takeover.
11 And, I spent many conversations saying, you know, "I want
12 to work in partnership with you." You know, we only --
13 it's only there to enhance what you have, like, so we get a
14 better understanding of what they're able to offer the
15 victims.

16 So, when we are the initial contact, the
17 immediate contact with any victim, we could say -- once we
18 had figured out what it is that -- unique needs that they
19 have, then we could say, "Yes, this agency will be able to
20 help you with that," or they won't, and we can find it
21 somewhere else. But, now that that's all cleared up, the
22 relationship -- we've actually -- we just combined our
23 training on January 5th. The officer that's covering
24 Mishkeegogamang and Sandy Lake sat in on the training, took
25 actual part of the training that would normally be given to

1 the Victim Services, so it kind of worked out that way as
2 well.

3 **MS. LEILA GEGGIE HURST:** And, recently,
4 Chief Weighill spoke about the categorization of unfounded
5 cases, I'm curious about whether NAPS tracks unfounded
6 cases and whether it uses the same categorization system or
7 a different one? And -- sorry, I'll let you answer that
8 first.

9 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes, we
10 -- when the unfounded cases was reported to us, our staff
11 sergeant immediately called for a review, and NAPS came up
12 at 4 percent for unfounded cases, and we reviewed all the 4
13 percent, and we were able to re-categorize in the sense
14 that some officers didn't have the knowledge to -- that
15 unfounded meant that the incident didn't happen. So, there
16 was some confusion as to categorizing it on our records
17 management system, but we were able to go through each and
18 every case.

19 **MS. LEILA GEGGIE HURST:** And, to your
20 knowledge, has there been further statistical examination
21 of how a First Nation-led police force statistically stacks
22 up against different -- municipal or national police forces
23 when it comes to protection of Indigenous women and girls?

24 **DETECTIVE CONSTABLE ALANA MORRISON:** I don't
25 know of any right now or that come to mind. Sorry. I

1 can't...

2 **MS. LEILA GEGGIE HURST:** Mr. Vicaire, do you
3 know?

4 **MR. JEAN VICAIRE:** We work with a police-
5 automated management system, and I'm not aware of -- it's
6 the system that we provide, and it's automatically counter-
7 sent to Stats Canada, which they establish, and then
8 there's corrections that have to be made, they advise us,
9 and we make the appropriate corrections.

10 **MS. LEILA GEGGIE HURST:** Thank you very
11 much, and thank you to all the panellists. Those are my
12 questions.

13 **MS. MEREDITH PORTER:** Thank you. The next
14 party scheduled to pose questions to the witnesses is from
15 the Aboriginal Legal Services. Ms. Emily Hill will have 11
16 minutes for her questions.

17 **--- CROSS-EXAMINATION BY MS. EMILY HILL:**

18 **MS. EMILY HILL:** Good afternoon. My first
19 set of questions is for Chief Weighill. I appreciated your
20 comments this morning that many of the solutions to the
21 crisis of the missing and murdered Indigenous women and
22 girls lie outside of policing, and I understand that that's
23 because not 100 percent of the problems that led to these
24 tragic crimes lie with the police; correct?

25 **RETIRED CHIEF CLIVE WEIGHILL:** I would agree

1 with that, yes.

2 **MS. EMILY HILL:** And so, 100 percent of the
3 solutions can't lie with the police; right?

4 **RETIRED CHIEF CLIVE WEIGHILL:** That's
5 correct.

6 **MS. EMILY HILL:** And, it's better to look
7 for solutions in the sphere where the problems arise?

8 **RETIRED CHIEF CLIVE WEIGHILL:** Well, I would
9 put to you my best analogy is if we had 1,200 plane crashes
10 in Canada, and the government was going to do an Inquiry
11 into it, they wouldn't be looking at how people were
12 rescuing people from the plane crash to find out what the
13 solution was. They would want to go back to see what was
14 causing those planes to crash, were they being built
15 properly, were they being maintained properly. The same
16 thing I would suggest with this Inquiry.

17 **MS. EMILY HILL:** And so, problems which
18 arise out of historical situations within community and
19 historical circumstances, we should look to that -- those
20 places for solutions?

21 **RETIRED CHIEF CLIVE WEIGHILL:** Absolutely.
22 And, my previous comment, I didn't mean to say that police
23 should not be accountable for anything that happened in the
24 past either. But, I'm just saying, moving forward here
25 now, we want to find our solutions.

1 **MS. EMILY HILL:** Okay. Thank you. And, I
2 suspect that you learned this information about root causes
3 and about understanding where solutions might lie is
4 through your engagement with Indigenous women and
5 Indigenous women's organization in your role as the
6 President of the Canadian Association of Chiefs of Police?

7 **RETIRED CHIEF CLIVE WEIGHILL:** I have come
8 to this, and my own personal opinions, on this through my
9 43 years of policing and working in communities, mainly in
10 underprivileged communities in my policing career in
11 frontline.

12 **MS. EMILY HILL:** Have you learned some
13 lessons and been taught some things from Indigenous women
14 and Indigenous women's organizations?

15 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

16 **MS. EMILY HILL:** Okay. And, you have
17 probably, in those conversations, and I understand there
18 was a conference that's to there to facilitate such
19 conversations called Seeking Common Ground, you heard, I
20 imagine, about Indigenous women's longstanding distrust of
21 police?

22 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, for
23 sure.

24 **MS. EMILY HILL:** And, some very good reasons
25 for that distrust?

1 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

2 **MS. EMILY HILL:** And, about the power
3 imbalance that can exist between Indigenous community
4 members and police?

5 **RETIRED CHIEF CLIVE WEIGHILL:** Absolutely.

6 **MS. EMILY HILL:** And, you also heard
7 concerns that in the context of missing and murdered
8 Indigenous women and girls, there are a few different areas
9 of concern specifically about police behaviour? So, one I
10 would suggest is some families have reported concerns about
11 how they were treated when they first went to report a
12 missing family member.

13 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

14 **MS. EMILY HILL:** Others have raised concerns
15 about how investigations were conducted?

16 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

17 **MS. EMILY HILL:** And, others have raised
18 concerns that sometimes it is actually members of police
19 forces themselves who are committing crimes of violence or
20 sexual violence against Indigenous women?

21 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, I've
22 heard those allegations as well.

23 **MS. EMILY HILL:** Okay. And so, while police
24 aren't 100 percent the problem, as you've just said, they
25 are accountable for some of those solutions?

1 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

2 **MS. EMILY HILL:** And so, I think I heard you
3 agree that what is needed in -- to ensure the protection
4 and ensure accountability is an effective civilian
5 oversight mechanism?

6 **RETIRED CHIEF CLIVE WEIGHILL:** I believe
7 that is certainly one of the key things to help build trust
8 in the community.

9 **MS. EMILY HILL:** And, that an effective
10 civilian oversight mechanism in these circumstances also
11 needs to be accountable to Indigenous communities?

12 **RETIRED CHIEF CLIVE WEIGHILL:** Yes,
13 absolutely.

14 **MS. EMILY HILL:** And, that's true to all
15 Indigenous communities whether they're on or off-reserve?

16 **RETIRED CHIEF CLIVE WEIGHILL:** It's true to
17 every community. The police are accountable for where they
18 police.

19 **MS. EMILY HILL:** Okay. And, that's true in
20 urban and rural environments?

21 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

22 **MS. EMILY HILL:** So, would you agree that a
23 useful recommendation for this Commission to consider if
24 they are making any other recommendations with regard to
25 policing reform is that to address missing and murdered

1 Indigenous women and girls, they also need to include
2 recommendations about an independent civilian oversight
3 mechanism that's informed by community involvement?

4 **RETIRED CHIEF CLIVE WEIGHILL:** I firmly
5 believe that the community should be involved in some
6 manner with the civilian oversight of police. I could
7 concur with that.

8 **MS. EMILY HILL:** Okay. And, just on that
9 point of accountability and transparency, can you tell me
10 whether one can access materials and minutes of the
11 Canadian Association of Police Chiefs through either a
12 freedom of information request or through ATIP requests?

13 **RETIRED CHIEF CLIVE WEIGHILL:** I don't
14 believe so because it's not a government agency.

15 **MS. EMILY HILL:** Okay. So, that is not an
16 area where the organization feels there could be
17 accountability or transparency to the community?

18 **RETIRED CHIEF CLIVE WEIGHILL:** No, but I
19 would suggest, that if somebody has a question and some
20 information, to write to our headquarters in Ottawa and ask
21 for the information. I'm sure that most things that we
22 have, there would be no reason not to disclose it.

23 **MS. EMILY HILL:** Okay. Would you be open to
24 a recommendation that the organization be subject to FOI or
25 ATIP requests?

1 **RETIRED CHIEF CLIVE WEIGHILL:** No, because
2 it's not a government agency.

3 **MS. EMILY HILL:** Okay. I have some
4 questions about some of the community programs that you
5 spoke about, some of the solutions which are, as I
6 understand them, intended to address root causes. I think
7 you provided an example of a program called Strengthening
8 Families. And, it looks -- I would suggest that these
9 solutions are rooted in the strength and knowledge of
10 Indigenous communities; is that correct?

11 **RETIRED CHIEF CLIVE WEIGHILL:** It certainly
12 is a big component of it, yes.

13 **MS. EMILY HILL:** And, that's because
14 Indigenous communities hold the expertise about solutions;
15 correct?

16 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, I think
17 any program involving Indigenous people should be -- helped
18 designed and run by Indigenous people. That's my belief.

19 **MS. EMILY HILL:** Okay. And so, that was my
20 next question, there's benefits to these programs being
21 delivered not by police, but by Indigenous organizations;
22 correct?

23 **RETIRED CHIEF CLIVE WEIGHILL:** What I found
24 in my career is that the police can usually get funding
25 because we have name recognition and we have media people

1 that can help us get the word out there. The trouble is,
2 is when we start to get involved in a lot of these
3 programs, we end up driving the bus, and we don't want to
4 be driving the bus. We want to be working with the people
5 and that. So, it's just one of the things that happens as
6 we start to get programming going, because we have the
7 resources to get programs going that we end up, sometimes,
8 driving the bus and we shouldn't be.

9 **MS. EMILY HILL:** So, I think that it sounds
10 like you agree that it would be more respectful to
11 Indigenous communities to trust them to identify the needs
12 in their communities and to deliver the programs?

13 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

14 **MS. EMILY HILL:** And, that if the funding
15 needs to move into their hands to do that, that you would
16 support that?

17 **RETIRED CHIEF CLIVE WEIGHILL:** Well, there
18 was a question similar to that earlier on. I would suggest
19 that the police across Canada are asking for the funding
20 that they feel they require if there's additional funding
21 that needs and that has to be found, rather robbing Peter
22 to pay Paul.

23 **MS. EMILY HILL:** But, if the funding is for
24 programs aimed at existing Indigenous communities to
25 address root causes, and we've agreed that they are in the

1 best position to deliver it, you're not really robbing
2 Peter to pay Paul, you're giving the correct money to Paul,
3 because Paul's the person who could do the work.

4 **RETIRED CHIEF CLIVE WEIGHILL:** I certainly
5 would not disagree with that. I like Paul.

6 **MS. EMILY HILL:** Okay. It's probably
7 Paulette.

8 **RETIRED CHIEF CLIVE WEIGHILL:** Touché!

9 (LAUGHTER)

10 **MS. EMILY HILL:** I would like to just ask
11 you a few questions on the same line with regard to
12 diversion programs. You made a recommendation that
13 diversion programs for youth be supported, and I think ---

14 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

15 **MS. EMILY HILL:** --- probably support in
16 this room for that idea.

17 Just to be really clear of what we're
18 talking about. We're talking about diversion programs
19 where someone who otherwise would be headed to the criminal
20 justice system is diverted and often required to attend
21 some sort of programming or participate in some sort of
22 community-based activities?

23 **RETIRED CHIEF CLIVE WEIGHILL:** That's
24 correct.

25 **MS. EMILY HILL:** And it's often, again,

1 Indigenous organizations who are responsible to administer
2 and deliver the diversion programs?

3 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

4 **MS. EMILY HILL:** Yet, the power to decide
5 about if and when a charge is withdrawn or stayed often
6 still rests with the police or the Crown?

7 **RETIRED CHIEF CLIVE WEIGHILL:** Yes. Mainly
8 with the Crown, but yes.

9 **MS. EMILY HILL:** So I would suggest that in
10 diversions this division of responsibility from power is
11 problematic and that it is in fact better to look to
12 diversion programs which really empower Indigenous
13 organizations to be fully responsible for the solutions in
14 their own community, and that that can be done by dropping
15 or withdrawing a charge upfront and handing the
16 responsibility to First Nation communities to decide how
17 they will address the harm that has been caused by the
18 offending behaviour.

19 **RETIRED CHIEF CLIVE WEIGHILL:** I think we're
20 walking down the same avenue on this. When I'm talking
21 about diversion, I would much prefer that it doesn't even
22 get to the stage where you have to decide if a charge is
23 going to be laid or withdrawn by the Crown.

24 The police are allowed now to divert with
25 official warnings or warnings to diversionary programs, but

1 there's no diversionary programs to divert them to, ergo it
2 ends up going to the Crown, ergo it goes back to the
3 criminal justice system.

4 **MS. EMILY HILL:** So in addition to
5 increasing the capacity of Indigenous organizations to
6 offer diversion programs, would you agree that if
7 Indigenous community organizations have the capacity to
8 administer and operate diversion programs they should also
9 be given the authority to do so without having to answer
10 back to either the police or the Crown prosecutors?

11 **RETIRED CHIEF CLIVE WEIGHILL:** Well, I think
12 with any diversion program there has to be a default if the
13 person doesn't go through the diversion. So you know, I
14 agree with you 100 percent that it should be run by
15 Indigenous people, designed by Indigenous people for that,
16 absolutely, but there has to be a default.

17 **MS. EMILY HILL:** And the Indigenous people
18 could take responsibility for what happens with that
19 default? There are programs that run like this across the
20 country.

21 **RETIRED CHIEF CLIVE WEIGHILL:** Yeah. In
22 some cases there is. It depends on the severity of the
23 charge, I would imagine.

24 **MS. EMILY HILL:** Okay. In my limited time,
25 I'd just like to ask a couple of questions about Victims

1 Services, and these are directed to Detective
2 Constable Morrison.

3 I was very interested in your efforts to
4 ensure that survivors of violence have access to supports
5 within their own community. First of all, it sounds like
6 it was a lot of work to get that one time grant, and I
7 think you'd probably agree with me that it's better to have
8 long-term stable operation funding for Victims Services in
9 communities?

10 **DETECTIVE CONSTABLE ALANA MORRISON:** That's
11 the goal, yes, absolutely.

12 **MS. EMILY HILL:** Okay. And would you agree
13 that the best approach for such services need to be victim-
14 centred and focus on what a victim needs at a certain time?

15 **DETECTIVE CONSTABLE ALANA MORRISON:**
16 Absolutely, yes.

17 **MS. EMILY HILL:** And so that sometimes
18 victim's needs may be different from the police or
19 different from the Crown. Is that correct?

20 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

21 **MS. EMILY HILL:** And so it's important that
22 survivors of violence are entitled to counselling or
23 supports whether or not they choose to report the violence
24 to police or participate in a prosecution; right?

25 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

1 **MS. EMILY HILL:** And so it's important to
2 fund community-based Victim Services which are independent
3 of the police and the Crown?

4 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes,
5 absolutely.

6 **MS. EMILY HILL:** Okay.

7 And finally, for Detective Weighill. You
8 spoke about the HUB model, and I'm sure that you're aware
9 of some critiques of the HUB model. The concern centres on
10 the need to undermine the confidentiality of sensitive
11 service provision in order to share information with police
12 services.

13 And I'm wondering how you or those you work
14 with are evaluating whether this model is having an
15 unintended consequence of acting as a barrier to Indigenous
16 women who need to access support through social services
17 and who may be deterred because doing so may result in their
18 confidential information being shared with police?

19 **RETIRED CHIEF CLIVE WEIGHILL:** It's my
20 understanding with the HUB model that there are three tests
21 that occur before any names are shared at all. So their
22 roundtable is -- and as it increases and if somebody is at
23 acute risk and the other agencies seem to have the same
24 issue, then the name will be shared, but it's only if
25 somebody is at acute risk.

1 **MS. EMILY HILL:** Sorry. I just didn't ---

2 **CHIEF COMMISSIONER MARION BULLER:** Thank
3 you. No.

4 **MS. MEREDITH PORTER:** --- really get an
5 answer to my question with regard to how that is being
6 evaluated, how that possible unintended consequence is
7 being evaluated?

8 **RETIRED CHIEF CLIVE WEIGHILL:** I don't know.

9 **MS. EMILY HILL:** Thank you.

10 **MS. MEREDITH PORTER:** Thank you. The next
11 representative I'd like to invite up is from
12 Mishkeegogamang First Nation. Ms. Whitney Van Belleghem
13 has 15-and-a-half minutes for her questions.

14 **--- CROSS-EXAMINATION BY MS. WHITNEY VAN BELLEGHEM:**

15 **MS. WHITNEY VAN BELLEGHEM:** Good afternoon.

16 My questions today are for Detective
17 Constable Alana Morrison. I'd like to start by thanking
18 you for being here today and for having the courage to
19 share your personal experiences with us this morning.

20 You have significant experience policing in
21 Mishkeegogamang First Nation, and that's obviously who I'm
22 here representing today. So I ask that wherever possible
23 when providing examples that you reference examples from
24 that community.

25 **DETECTIVE CONSTABLE ALANA MORRISON:** Yeah.

1 **MS. WHITNEY VAN BELLEGHEM:** In the annual
2 report that was filed, that's -- I believe that's
3 Schedule C, Exhibit 86 of your evidence, it talks about a
4 NAPS ERT team and their relationship with the OPP and other
5 polices such as Treaty 3 Police.

6 Would you agree that ERT is an important
7 part of a quick and effective response to reports of a
8 missing person?

9 **DETECTIVE CONSTABLE ALANA MORRISON:** In my
10 opinion, yes.

11 **MS. WHITNEY VAN BELLEGHEM:** Also in that
12 report, it states that NAPS currently has three ERT members
13 and they are posting for six additional members. How many
14 ERT trained staff does NAPS have for servicing the North-
15 West Region?

16 **DETECTIVE CONSTABLE ALANA MORRISON:** We'd
17 have to ask our sergeant that oversees the unit. I can't
18 tell you. I know we had one that just graduated two weeks
19 ago, but for the number, I don't know.

20 **MS. WHITNEY VAN BELLEGHEM:** In the event
21 that there is a missing person, how long would it typically
22 take a NAPS ERT officer to arrive at Mishkeegogamang First
23 Nation?

24 **DETECTIVE CONSTABLE ALANA MORRISON:** Because
25 Mishkeegogamang is a road access community, I've known

1 instances where they -- when the call is received, and it
2 goes through the appropriate channels, it's more or less
3 the officer preparing themselves knowing full well that
4 they're on this team and they would have to react quicker.
5 It's them preparing themselves and then it's drive time to
6 the community, of which I know they -- if -- depending on
7 the severity of the call, they would go fairly quickly, I
8 would imagine.

9 **MS. WHITNEY VAN BELLEGHEM:** Where are these
10 ERT officers stationed?

11 **DETECTIVE CONSTABLE ALANA MORRISON:** The
12 sergeant for the Emergency Response Team is located out of
13 our general headquarters. He also oversees our annual
14 training, so he's based out of there.

15 **MS. WHITNEY VAN BELLEGHEM:** Sorry, just
16 refresh my memory. Where is your headquarters?

17 **DETECTIVE CONSTABLE ALANA MORRISON:** Our
18 general headquarters is located on Court Street in Thunder
19 Bay.

20 **MS. WHITNEY VAN BELLEGHEM:** Perfect. Thank
21 you.

22 So then it would take approximately,
23 depending on driving conditions, five to six hours ---

24 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

25 **MS. WHITNEY VAN BELLEGHEM:** --- for them to

1 get to this region -- to the North-West Region?

2 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

3 It's -- drive time is approximately five-and-a-half hours,
4 and depending on weather, if it's the dead of winter, you
5 know, Highway 11 is quite treacherous, so yeah, it could --
6 it's drive time, basically, and once the officer is
7 prepared.

8 **MS. WHITNEY VAN BELLEGHEM:** And would you
9 agree that the first few hours in a missing person's
10 incident are critical?

11 **DETECTIVE CONSTABLE ALANA MORRISON:** I would
12 agree, yes.

13 **MS. WHITNEY VAN BELLEGHEM:** So this drive
14 time of approximately five-and-a-half hours could be a
15 barrier for a fast and effective response to a missing
16 person's report?

17 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes, it
18 could be. And there's -- I know for that particular
19 detachment, there is -- on paper there is, I believe, six
20 or seven officers posted to the detachment itself. So
21 there's -- at any given time, there is no less than two
22 officers there at a time. And OPP is located 30 kilometres
23 away.

24 **MS. WHITNEY VAN BELLEGHEM:** I think you read
25 my mind, my next question. I understand that NAPS and OPP

1 have an integrated emergency response team that responds to
2 crises such as searching for missing persons. Is that
3 correct?

4 **DETECTIVE CONSTABLE ALANA MORRISON:** That is
5 correct.

6 **MS. WHITNEY VAN BELLEGHEM:** So when ERT is
7 called in, which police service takes the lead on the
8 investigation or the search?

9 **DETECTIVE CONSTABLE ALANA MORRISON:** It
10 would depend on what jurisdiction the call is for. So if
11 we had a call in Fort Severn, say, then it would be NAPS.
12 It's my understanding that it's NAPS' ERT sergeant that
13 would oversee. And then -- but then I know of other
14 instances where the OPP ERT sergeant makes the overall call
15 as well. So I don't really know the actual dynamics.

16 **MS. WHITNEY VAN BELLEGHEM:** Is there a
17 written protocol outlining the procedure in these
18 situations?

19 **DETECTIVE CONSTABLE ALANA MORRISON:** Not
20 that I'm aware of, but the sergeant himself could probably
21 speak to that more than me.

22 **MS. WHITNEY VAN BELLEGHEM:** I understand
23 that the NAPS ERT members are also called out to assist
24 other police organizations such as that the NAPS members
25 are also called out to assist other police organizations

1 such as Treaty 3 Police Services; is that correct?

2 **DETECTIVE CONSTABLE ALANA MORRISON:** I
3 couldn't tell you.

4 **MS. WHITNEY VAN BELLEGHEM:** Okay. Would you
5 agree that confusion about responsibilities and
6 jurisdiction between various police services involved in a
7 search for a missing person can impact the overall quality
8 of the search and investigation process?

9 **DETECTIVE CONSTABLE ALANA MORRISON:** Well,
10 in my own opinion, I would probably think so if you're
11 coming out the gate confused. Possibly. But, honestly, I
12 don't know how they kind of coordinate their reaction.
13 They could very well have something where they have an
14 understanding where they just get the work done. I can't
15 comment on that, though.

16 **MS. WHITNEY VAN BELLEGHEM:** Can you comment
17 on what other factors may hinder a fast and successful
18 integrated approach to the missing person?

19 **DETECTIVE CONSTABLE ALANA MORRISON:** Well,
20 lack of information for sure, and it depends on who
21 reported them missing. Yes, it's lack of information for
22 sure.

23 **MS. WHITNEY VAN BELLEGHEM:** I'd like to turn
24 now to recruitment. Would you agree that the majority of
25 NAPS recruits come directly from the Ontario Police College

1 to NAPS?

2 **DETECTIVE CONSTABLE ALANA MORRISON:** Well,
3 they are first and foremost screened, and they put their
4 application in to our recruitment sergeant, and then from
5 there, they're screened and then they're interviewed to
6 work for Nishnawbe Aski Police, and if they are successful
7 with their psychology -- or no, sorry, psychological
8 testing and their interview, then they're offered
9 employment with Nishnawbe Aski Police, then they attend the
10 Ontario Police College on behalf of NAPS for the three
11 months, and then they make their way to Nishnawbe Aski
12 Police Headquarters where they endure two weeks of post-
13 Elmer (ph) training.

14 **MS. WHITNEY VAN BELLEGHEM:** Sorry, I should
15 clarify. In the annual report, it indicates that in the
16 past year, NAPS has hired 30 brand-new officers and six
17 experienced officers. So, my question is in respect to
18 whether or not the officers that come to work for NAPS have
19 been posted at other detachments prior, or whether the
20 majority of the officers are new to policing?

21 **DETECTIVE CONSTABLE ALANA MORRISON:** Well,
22 if you're speaking of the experienced officers, they more
23 than likely have come from -- that I'm aware of have come
24 from different First Nation police services. We have -- we
25 did hire one that came directly from Thunder Bay Police

1 Service, and then as far as the recruits go, if we hire a
2 new recruit, yes, then they come from the college.

3 **MS. WHITNEY VAN BELLEGHEM:** Would you agree
4 that the majority of new NAPS recruits have not spent any
5 time on a remote First Nation?

6 **DETECTIVE CONSTABLE ALANA MORRISON:** I don't
7 know if I can answer that, because I'm not really part of
8 the hiring process. So, I can't really -- dealing with a
9 lot of the new recruits, I mean, yes, some of them don't
10 have the experience of being on First Nations, especially
11 the remote communities, but I don't have, like, actual
12 percentages or anything like that.

13 **MS. WHITNEY VAN BELLEGHEM:** Certainly.
14 Would you agree, though, that a lack of policing experience
15 when combined with a lack of experience working in a remote
16 First Nation could negatively impact the services that a
17 new NAPS constable could provide?

18 **DETECTIVE CONSTABLE ALANA MORRISON:** Are you
19 speaking to life experience?

20 **MS. WHITNEY VAN BELLEGHEM:** I'm speaking to
21 policing experience and experience in the First Nation
22 communities.

23 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes, I
24 would think so, but when a NAPS officer is first deployed
25 out to a detachment, they're given a coach officer for

1 three months, and they work the exact same schedule, and
2 they work -- if their coach officer is off, then they're
3 off, and vice versa. And, that's only for the sake of the
4 training and making sure that they're integrated into the
5 community for three months. So, I think that's -- they're
6 never left alone, is what I'm saying.

7 **MS. WHITNEY VAN BELLEGHEM:** And, in that
8 time when they first arrive, aside from being paired with
9 an experienced officer in the community, does NAPS provide
10 community orientation to provide specific information about
11 the First Nation that the officer is stationed in?

12 **DETECTIVE CONSTABLE ALANA MORRISON:** The
13 two-week post-Elmer training is to address specifically our
14 records management system. They do taser training because
15 the officers in the communities now carry tasers. They do,
16 sometimes, enhanced investigation question periods, like,
17 where they're able to ask whatever questions they have.
18 And then it depends on which specific community they go to,
19 and that's the part of the job where the coach officer
20 would explain to them in more details the actual community
21 that they're in.

22 **MS. WHITNEY VAN BELLEGHEM:** So, do they ever
23 meet with members of the community to have some sort of
24 orientation, for example, elders?

25 **DETECTIVE CONSTABLE ALANA MORRISON:**

1 Absolutely. When a recruit is first deployed, they are met
2 by Chief and Council in the community, and I would imagine
3 that they would need an elder at that point.

4 **MS. WHITNEY VAN BELLEGHEM:** In this same
5 strain of thought, does NAPS have any specific programs to
6 engage directly to build relationships between the people
7 of the communities that it serves and the officers?

8 **DETECTIVE CONSTABLE ALANA MORRISON:** Not
9 right now. Like, other than my program -- and we've got a
10 couple of things that we're working on right now to target
11 our youth in some of the communities. So, we're working on
12 a proposal right now that has to do with officers working
13 directly with youth. And then the program that I developed
14 with a grant from the Ministry of the Attorney General has
15 us providing education in these particularly four
16 communities, Mishkeegogamang being one of them. Outside of
17 that, there is a few other programs, but I don't know much
18 about them, to be honest.

19 **MS. WHITNEY VAN BELLEGHEM:** Would you agree
20 that NAPS and the communities it serves would benefit from
21 a community liaison position, someone from the community
22 working with NAPS to liaise between the police service and
23 the public?

24 **DETECTIVE CONSTABLE ALANA MORRISON:** That is
25 definitely a benefit for sure. As far as I know, the

1 officers in -- like, say, take Mishkeegogamang, the
2 officers in the community that are there now, I know a few
3 that have been there for quite a few years, and they have
4 their own -- they've made their own connections to certain
5 individuals in the communities as far as setting up, you
6 know, when a new recruit comes in and they can meet with a
7 community member who, you know, if they seem them out, you
8 know, they're more than welcome to speak with them. So, I
9 mean, it's kind of a -- it's an informal kind of thing that
10 they've got set up, but it works.

11 **MS. WHITNEY VAN BELLEGHEM:** So, then, could
12 you expand a little bit more on what benefits that might
13 arise out of having someone appointed specifically to this
14 position of community liaison?

15 **DETECTIVE CONSTABLE ALANA MORRISON:** If
16 there was an actual position, I think it would be great,
17 because it would act as a bridge, and it would definitely
18 -- I'm sure that the officer would, you know, have more or
19 less a go-to person if they needed to. So, it would
20 definitely be a benefit. I think that is a great idea.

21 **MS. WHITNEY VAN BELLEGHEM:** Thank you. And
22 then I'd like to touch now on reporting of crimes. During
23 your evidence earlier today, you mentioned that community
24 members can sort of be ostracized for reporting incidents,
25 and the police -- word will get out about what's going on.

1 Do you think that this is also an issue in relation to
2 witnesses sharing information with the police about what
3 they might know about a missing or murdered Indigenous
4 woman?

5 **DETECTIVE CONSTABLE ALANA MORRISON:** I'm
6 sorry, can you repeat that question? Sorry.

7 **MS. WHITNEY VAN BELLEGHEM:** Certainly. Do
8 you think -- you mentioned earlier that your business is
9 not your own business, that in a community the word gets
10 out. So, my question, then, is in regards to people coming
11 forward who may have specific knowledge about missing and
12 murdered Indigenous women, and if they may face this
13 specific concern or fear of being ostracized.

14 **DETECTIVE CONSTABLE ALANA MORRISON:** If they
15 came forward with information about a missing person?

16 **MS. WHITNEY VAN BELLEGHEM:** Correct.

17 **DETECTIVE CONSTABLE ALANA MORRISON:** I
18 wouldn't think so that they would be ostracized if they had
19 information that helped an investigation. I don't think
20 that they should be ostracized.

21 **MS. WHITNEY VAN BELLEGHEM:** We previously
22 heard, I believe it was yesterday, from a witness who spoke
23 about third-party reporting. This is a process whereby an
24 individual can have someone else report to the police on
25 their behalf if they have concerns or fears about coming

1 forward. Does NAPS currently have a system in place that
2 would allow for third-party reporting?

3 **DETECTIVE CONSTABLE ALANA MORRISON:** We've
4 had instances where, yes, I have been approached on behalf
5 of a victim, but I always encourage whoever is talking on
6 behalf of the victim, to have them contact me themselves or
7 -- because I have had it. I've been doing this job a very
8 long time and a lot of people know that I've been in and
9 out of each and every community, and I think there is a
10 little bit -- because I have the long time experience in a
11 lot of the communities that people do feel comfortable
12 approaching me.

13 However, I encourage the victim themselves
14 to speak to me or to contact me any which way they can, e-
15 mail, texting -- just so long as I know it's coming from
16 the victim themselves because it's hard to take third party
17 evidence and have it stand in court.

18 **MS. WHITNEY VAN BELLEGHEM:** What about in
19 cases where they may -- they're not necessarily reporting a
20 crime, but they have information to contribute to an
21 ongoing investigation and they would like to provide this
22 information to the police, but they're afraid of reprisal?
23 For example from the aggressor.

24 **DETECTIVE CONSTABLE ALANA MORRISON:** We have
25 had instances like that where -- yes. And, I understand,

1 especially being in small communities, that fear of
2 retribution is definitely a concern. Again, we just
3 encourage that if they do have the information, to come
4 forward and -- it's a case by case scenario, really. Yes,
5 it's, kind of, tough to comment on that.

6 **MS. WHITNEY VAN BELLEGHEM:** I'd like to
7 touch very ---

8 **MS. MEREDITH PORTER:** Thank you. Thank you
9 so much for your questions.

10 **MS. WHITNEY VAN BELLEGHEM:** Yes. Sorry, I
11 have about 44 -- oh. No, I'm over. Thank you so much.

12 **MS. MEREDITH PORTER:** Thank you. I know. I
13 know. It is -- because it does start to count up. It is
14 misleading, yes. The Association of Native Child and
15 Family Service Agencies of Ontario is the next party with
16 standing that I'd like to invite up to the podium. Ms.
17 Josephine de Whytell has six and a half minutes for
18 questions.

19 **--- CROSS-EXAMINATION BY MS. JOSEPHINE DE WHYTELL:**

20 **MS. JOSEPHINE DE WHYTELL:** Thank you very
21 much. My first set of questions are for Retired Chief
22 Weighill. Given the Canadian Human Rights Tribunal ruling
23 that Canada has discriminated against Indigenous youth in
24 terms of funding children services, I suggest to you that
25 the high rates of youth crime are foreseeable and a direct

1 result of such underfunding. Would you agree with that,
2 given your recommendation for infrastructure and youth
3 programming?

4 (TECHNICAL DIFFICULTIES)

5 **MS. JOSEPHINE DE WHYTELL:** Funding programs
6 for youth is an obvious and important solution, but it
7 doesn't deal with the police's responsibility to change its
8 own behaviour with respect to Indigenous youth. Would you
9 agree that carding marginalized youth across Canada is a
10 significant source of ongoing mistrust and claims of racism
11 between youth and the police?

12 **RETIRED CHIEF CLIVE WEIGHILL:** I would
13 believe the type of carding that the Toronto Police Service
14 was doing when they were directed to go out and actually
15 stop people and come in with numbers was, but other
16 interactions with the police, I don't believe, do that.

17 **MS. JOSEPHINE DE WHYTELL:** You testified
18 with respect to the Operation Runaway project that has been
19 extended to provide support to youth running away from
20 foster homes. From the work that you've done throughout
21 your career, have you noticed and would you agree that the
22 overrepresentation of Indigenous children in foster care
23 has a direct correlation to the overrepresentation of
24 Indigenous youth who are at risk of going missing and being
25 murdered?

1 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, I would
2 agree with that. They're in a very vulnerable state.

3 **MS. JOSEPHINE DE WHYTELL:** And, to follow up
4 on the line of questioning started by the Missing and
5 Murdered Indigenous Women Coalition of Manitoba, and by way
6 of disclosure I used to practice criminal defence in
7 Saskatoon and appeared regularly in the domestic violence
8 court, I'm aware that it was common, if not the policy, for
9 both parties to be charged in domestic assaults where there
10 was evidence of the victim fighting back. Do you agree
11 this disproportionately impacts female victims and children
12 or could you comment further on that?

13 **RETIRED CHIEF CLIVE WEIGHILL:** I don't
14 recall a policy -- there certainly wasn't a policy within
15 our police to do that, and that was ultimately up to the
16 Crown, we would ask advice from the Crown on a dual one
17 like that and the Crown would make the decision.

18 **MS. JOSEPHINE DE WHYTELL:** Okay. Thank you.
19 Would First Nation Child and Family Services be helpful to
20 police if they responded on the frontline with officers to
21 instances involving Indigenous family violence in urban
22 centres?

23 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, we could
24 use all the help we can get.

25 **MS. JOSEPHINE DE WHYTELL:** Given the

1 diversity of Canada is increasing with continued
2 immigration into the country, how do you ensure that
3 Section 35 rights of Indigenous peoples are not subsumed by
4 general recognition of cultural diversity requirements?

5 **RETIRED CHIEF CLIVE WEIGHILL:** You'd have to
6 show me Section 35. I'm not familiar.

7 **MS. JOSEPHINE DE WHYTELL:** It is -- Section
8 35 is the respect for inherent and treaty rights.

9 **RETIRED CHIEF CLIVE WEIGHILL:** Okay. So,
10 could you rephrase the question, please?

11 **MS. JOSEPHINE DE WHYTELL:** So, I'm wondering
12 if -- given that there are cultural diversity requirements
13 and cultural diversity units that you have, how do you
14 ensure that the Section 35 rights of Indigenous families
15 are not subsumed by general recognition and pushed towards
16 respecting cultural diversity of other groups?

17 **RETIRED CHIEF CLIVE WEIGHILL:** I don't think
18 there is any way to completely be fair about all of that
19 stuff. There's just -- you'd have to deal with it the best
20 you can. There is no cookie cutter way to deal with that.

21 **MS. JOSEPHINE DE WHYTELL:** Okay. My next
22 set of questions are for Detective Morrison. Sorry. We've
23 heard evidence from Deputy Minister Yvonne Niego that
24 housing can be a major -- sorry. Can be a major issue with
25 respect to escalating the prevalence of crime and dealing

1 with it once it's been reported. What impact does housing
2 shortages have on female victims of violence within
3 communities in Northern Ontario?

4 **DETECTIVE CONSTABLE ALANA MORRISON:** The
5 impact obviously is with multiple families sometimes living
6 in homes. I've had a few -- more than a few investigations
7 where assaults have happened in overcrowded homes, victims
8 reporting assaults. And, sometimes it's hard in the sense
9 that you take the statement from the victim and tracking
10 down all the family members for one, and it can be
11 especially challenging if they're transient in nature after
12 an incident has happened. So, that, kind of, can hinder
13 completion of a full investigation.

14 And, it just -- I think overall -- and
15 that's part of trying to break cycles where -- I'm aware of
16 one female that I investigated, an assault in one of the
17 communities, and her outlook on her being assaulted in an
18 overcrowded home was that -- and her comment to me, and
19 I'll never forget it, is that it was my turn. So, yes,
20 that's definitely an impact for sure, and trying to break
21 that.

22 **MS. JOSEPHINE DE WHYTELL:** Yesterday, we
23 heard evidence from Daniel Bellegarde from the File Hills
24 First Nation Police, and he testified that and agreed that
25 imposing non-Indigenous principles on First Nation family

1 wellbeing is often counterproductive to reducing violence
2 against women and girls, but that the problem requires
3 balance between modern day and traditional circumstances
4 and values. Would wider discretion to defer family
5 violence matters to fully funded Indigenous juridical
6 systems alleviate some of the problems that you've
7 testified about this morning?

8 **DETECTIVE CONSTABLE ALANA MORRISON:** That is
9 -- it's definitely a great thought in the sense that when
10 there is abuse going on in a home, that -- and I can only
11 answer that question by speaking of a most recent case that
12 I dealt with. It was a 12 year old that assaulted an 8
13 year old sexually.

14 And, if that were the case, then we can deal
15 with -- because clearly the 12 year old learned it
16 somewhere and they're only, you know, mirroring what
17 they've learned, and if they're -- it's something to deal
18 with the whole impact of everyone that was involved.
19 Because if you have a 12 year old that's assaulting an 8
20 year old, I mean, the concern is, in my opinion, off the
21 charts, because yes, they're old enough to charge, but
22 clearly there's a bigger issue here.

23 **MS. JOSEPHINE DE WHYTELL:** Thank you. I'm
24 out of time. Thank you.

25 **MS. MEREDITH PORTER:** Thank you. I would

1 like to now invite up the representative from the Vancouver
2 Sex Workers' Rights Collective, Ms. Carly Teillet. I hope
3 that was close. And, she will have six and a half minutes
4 for her questions.

5 **MS. CARLY TEILLET:** It's a French last name,
6 it's tricky.

7 **MS. MEREDITH PORTER:** That explains it.

8 **--- CROSS-EXAMINATION BY MS. CARLY TEILLET:**

9 **MS. CARLY TEILLET:** (Speaking in Indigenous
10 language), bonjour and good afternoon. I'd like to start
11 by thanking the nations of Treaty 4 and my relatives of the
12 Métis nation for welcoming us to their territory today.
13 And, I'd like to acknowledge the survivors, the families,
14 the elders, the sacred objects and the medicines that are
15 here with us to help us with our work. I'll be directing
16 my first questions to Sergeant Stewart this afternoon.

17 Sergeant Stewart, in your testimony this
18 morning, you gave an example of an initiative that you were
19 a part of to increase reporting to police, and you also
20 mentioned anecdotally your family not reporting incidents
21 of violence. And so, my questions today relate to that
22 relationship between Indigenous peoples and the police, and
23 reporting incidents of violence, as well as the support of
24 organizations that are run by and for Indigenous women,
25 including LGBTQ2S individuals. And, as we're short on

1 time, I'd like, if at all possible, that you could limit
2 your answers to yes and no. Thank you.

3 So, I'll start with the idea that Indigenous
4 women and Indigenous LGBTQ2S individuals who are involved
5 in the sex work or trade hold knowledge about violence in
6 their communities, ways to prevent violence, and what they
7 need to feel safe and to be safe. Would you agree with
8 that?

9 **SERGEANT DEE STEWART:** I would agree.

10 **MS. CARLY TEILLET:** And, would you agree
11 that sharing knowledge about violence and violent
12 individuals can improve the safety for Indigenous women who
13 engage in sex work and trade, enabling them to make safer
14 choices?

15 **SERGEANT DEE STEWART:** I agree.

16 **MS. CARLY TEILLET:** So, turning to the
17 reluctance of sharing knowledge or reporting violence to
18 police, from the experience and stories shared by some of
19 my clients by some people that have spoken already to the
20 Inquiry, I suggest to you that Indigenous women involved in
21 sex work and trade face barriers to reporting violence to
22 police because of distrustful relationships, previous bad
23 experiences, fear of having children removed, losing their
24 housing, of violence, and also the fear of being outed to
25 their families and communities as someone who is involved

1 in the sex worker trade. And, my clients have shared that
2 it's for these reasons that for the most part they only
3 report to police when they experience extreme circumstances
4 of life-threatening violence. Would you agree that this
5 lack of trust, that these barriers may serve to silence
6 Indigenous women involved in sex work or those that trade
7 in sex?

8 **SERGEANT DEE STEWART:** Definitely.

9 **MS. CARLY TEILLET:** And, would you agree
10 with me that indigenizing a Crime Stoppers logo may help,
11 but is likely not sufficient to mend this relationship,
12 overcome the barriers and incentivize reporting by these
13 women?

14 **SERGEANT DEE STEWART:** I agree. It's just
15 one idea that we came up with, and it was actually stolen
16 from Delta P.D., their First Nation liaison.

17 **MS. CARLY TEILLET:** Okay, thank you. So,
18 given the current barriers and risks in reporting violence
19 for Indigenous sex workers and those who trade sex to the
20 police, would you agree that there needs to be a way for
21 these individuals in this community to share their
22 knowledge about violence or violent individuals with other
23 sex workers or other individuals who trade sex that is both
24 effective and safe?

25 **SERGEANT DEE STEWART:** I agree.

1 Consultation and knowledge is what we need.

2 **MS. CARLY TEILLET:** So, yesterday we heard
3 Commissioner Lucki acknowledge that it is shameful if
4 Indigenous women feel that they can't trust their local
5 police force, and that if this is the case, we need to find
6 alternatives that allow victims to come forward. And, she
7 also mentioned that we seem to be going down the road of
8 third-party reporting.

9 Given that, would you agree that supporting,
10 perhaps, with resources a bad date registry or database
11 created by and for Indigenous women who engage in sex trade
12 or work would be one of the ways that they could be safe?

13 **SERGEANT DEE STEWART:** Absolutely.

14 **MS. CARLY TEILLET:** Wonderful. Thank you.
15 But, I would suggest to you that by helping to provide some
16 of these resources would be one step in the direction of,
17 perhaps, mending that relationship between the police and
18 these women and their organizations. By helping to
19 recognize and respect the knowledge that they hold, it
20 would assist them in taking concrete steps to help them
21 feel safe with the assistance of the police. Would you
22 agree to that?

23 **SERGEANT DEE STEWART:** I agree, yes.

24 **MS. CARLY TEILLET:** Wonderful. Thank you
25 very much.

1 **SERGEANT DEE STEWART:** Thank you.

2 **MS. CARLY TEILLET:** I do have a -- I'd like
3 to change gears, and I've got a quick question for Chief
4 Weighill. So, just following up on some questions that
5 were asked earlier about the Canadian Association of Chiefs
6 and Police and some of the wonderful recommendations that
7 you seem to be working on within your organization, and the
8 power to enforce those regulations, it seems that some of
9 the work that your organization is doing is going to have
10 direct impact on public policing. And, yet, it's being
11 done in a private venue. And, we talked a little bit about
12 Freedom of Information requests, or ATIP requests, and I
13 was wondering if you were aware that the B.C. Information
14 and Privacies Commissioner has actually recommended that
15 the B.C. Association of Chiefs and Police fall under those
16 Acts?

17 **RETIRED CHIEF CLIVE WEIGHILL:** No, I wasn't
18 aware of that.

19 **MS. CARLY TEILLET:** Okay. those are all my
20 questions. Merci beaucoup. Thank you. Meegwetch.

21 **MS. MEREDITH PORTER:** Thank you. The next
22 representative I would like to invite up for questions is
23 from the Manitoba Keewatinowi Okimakanak, MKO. Ms. Jessica
24 Barlow has 6.5 minutes for her questions.

25 **--- CROSS-EXAMINATION BY MS. BARLOW:**

1 **MS. JESSICA BARLOW:** Good afternoon. I
2 would like to start out by acknowledging the elders,
3 families and survivors. I would like to recognize the
4 sacred items in the room, and I would also like to express
5 gratitude to the Treaty 4 nations of this territory, and
6 also to the Métis Nation of Saskatchewan for welcoming us
7 here.

8 My name is Jessica Barlow, and I am legal
9 counsel on behalf of the Manitoba Keewatinowi Okimakanak or
10 MKO. And, just to give a bit of context for those that may
11 be unaware, MKO is a political advocacy organization that
12 advocates for the inherent treaty and Aboriginal rights of
13 over 25-plus sovereign First Nations in northern Manitoba.

14 Today, my questions will be primarily for
15 Chief Weighill and also Detective Constable Morrison. And
16 so, I'd like to begin with you, Chief Weighill, if I may?
17 My first questions, I would like to discuss diversion
18 programming. You've heard a lot about this today, I'm
19 sure. So, I'll make sure that I'm not duplicating.

20 And so, you spoke earlier about how the YCJA
21 legislation allows for diversion programming, but there's a
22 fundamental lack of diversion programming available.

23 **RETIRED CHIEF CLIVE WEIGHILL:** That's
24 correct.

25 **MS. JESSICA BARLOW:** And, you also made

1 recommendations to the Commission in your PowerPoint -- I
2 apologize. I don't recall the exhibit number -- to
3 increase diversion programming for Indigenous youth in
4 order to lessen the over-representation of Indigenous
5 persons in our correctional facilities; is that correct?

6 **RETIRED CHIEF CLIVE WEIGHILL:** That's the
7 gist of the recommendation, yes.

8 **MS. JESSICA BARLOW:** Perfect. I'm wondering
9 if you would also recommend -- extend this recommendation
10 to the Commission to include diversion programming for all
11 Indigenous people and not just Indigenous youth?

12 **RETIRED CHIEF CLIVE WEIGHILL:** Absolutely.
13 I believe it's open to everybody, not just Indigenous
14 people or settler people. It could be anybody. I believe
15 in diversion.

16 **MS. JESSICA BARLOW:** Thank you. And, I'm
17 wondering in your knowledge and experience if you could
18 speak to any geographical limitations of diversion
19 programming that you're aware of, and if you can make any
20 recommendations to increase diversion programming in
21 northern and remote First Nations communities, and not just
22 in municipal or urban settings?

23 **RETIRED CHIEF CLIVE WEIGHILL:** Absolutely.
24 There would be a geographical problems in northern
25 Saskatchewan, northern Manitoba, northern Ontario, up

1 north, because they're smaller settlements that aren't
2 going to have a lot of resources available to them. How
3 that's going to get worked out in the north, to tell you
4 the truth, is beyond me. I'm used to working in a
5 municipal agency, and my recommendations in my mind, I'm
6 looking at what's happening in my municipality.

7 **MS. JESSICA BARLOW:** And, based on your
8 knowledge and experience of what works in those
9 municipalities, are you able to provide any recommendations
10 on that basis?

11 **RETIRED CHIEF CLIVE WEIGHILL:** Any
12 recommendation I could come up with would certainly have
13 very high cost ramifications, not that that shouldn't be
14 done. I mean, I believe that much like First Nation stand-
15 alone policing should be sustainable, Indigenous people
16 should have protection by police no matter where they live.
17 I agree that there should be some method that we can get
18 diversion for people anywhere they live, too.

19 So, I mean, you don't have to have as big a
20 diversion plans as you might have in Winnipeg, or Regina,
21 or Saskatoon, or Calgary, but surely there can be some
22 diversion in small communities that could work without
23 having to push kids into the criminal justice system to
24 make things happen.

25 **MS. JESSICA BARLOW:** Perfect. Thank you.

1 And, you also spoke about a few different programs offered
2 by institutions that you're included in. And so, those
3 programs included family, youth and runaway programs; is
4 that correct?

5 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

6 **MS. JESSICA BARLOW:** Okay. And, we also saw
7 videos and some of the successes of said programs; correct?

8 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

9 **MS. JESSICA BARLOW:** And, I'm wondering if
10 you could speak to any geographical limitations of those
11 programs? So, for example, who can access those programs
12 and if it's based on where you live?

13 **RETIRED CHIEF CLIVE WEIGHILL:** Yes. And,
14 once again, we're going to run into the same dilemma in
15 remote areas that we would with diversion programs, because
16 there just isn't the resources in those remote areas. For
17 instance, the Strengthening Families Program, we have six
18 people working in that program. If you're in a small place
19 like Fond-du-Lac, there's no way you could have six
20 resources up there working on that. But, once again, I
21 think there can be alternatives that could be done that
22 could still allow that to happen, but on a smaller scale.

23 **MS. JESSICA BARLOW:** Okay. And so, would
24 you make any recommendations beyond that to have increased
25 funding or access to these types of programs for northern

1 or remote First Nations communities?

2 **RETIRED CHIEF CLIVE WEIGHILL:** I would
3 absolutely go along with recommendations like that.

4 **MS. JESSICA BARLOW:** Okay. You spoke to
5 looking at urbanization earlier; do you recall that?

6 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

7 **MS. JESSICA BARLOW:** Okay. And, would you
8 envision the study to include looking at inadequacies of
9 programs and services in northern and remote First Nations
10 communities that might be bringing people to municipal or
11 urban jurisdictions?

12 **RETIRED CHIEF CLIVE WEIGHILL:** Absolutely.

13 **MS. JESSICA BARLOW:** Okay. Thank you. And,
14 you also spoke about Operation Runaway, and you stated that
15 these programs canvass or study reasons why youth are
16 running away; is that accurate?

17 **RETIRED CHIEF CLIVE WEIGHILL:** Yes. Yes.

18 **MS. JESSICA BARLOW:** And, are you able to
19 speak to any of the common themes regarding these reasons
20 if you've received this information?

21 **RETIRED CHIEF CLIVE WEIGHILL:** No, I
22 haven't. That program got underway just before I left.
23 And, I know they have been evaluating, but I haven't seen
24 any of those results.

25 **MS. JESSICA BARLOW:** And, will those results

1 be published or widely received by the general populous
2 when available?

3 **RETIRED CHIEF CLIVE WEIGHILL:** I can't see
4 any reason why they wouldn't be. They have been very open
5 so far about the whole program, and I think they would want
6 to celebrate any of the findings that they have.

7 **MS. JESSICA BARLOW:** Wonderful. Thank you.
8 Those are all my questions for you. My next questions will
9 be with my short time that I have left, so I'll do a speed
10 round with you, Detective Constable Morrison. But, I'd
11 like to quickly echo the comments of my colleagues, and
12 thank you sincerely for sharing with us today your journey.

13 And so, I think I would like to ask you
14 about -- and we've heard this already prior about
15 potentially your business not being your business in small
16 communities. And so -- and, you've elaborated on the fact
17 that this may actually have a negative impact on reporting.
18 And so, I'm wondering if you can speak to it with the
19 limited time that we have left how -- what recommendations
20 you can make in remote and northern communities to assist
21 with victim anonymity when reporting especially in cases of
22 domestic assault or sexual assault, please?

23 **DETECTIVE CONSTABLE ALANA MORRISON:** I think
24 for sure the case or the suggestion to have a women's
25 shelter or shelter of sorts where a woman can go to as

1 opposed to presenting at a police station. If she had a
2 shelter to go to, she can go there, and then police could
3 be notified and I think it would be less out there in the
4 community.

5 **MS. JESSICA BARLOW:** Thank you so much. I'm
6 out of time. I'd love to ask some more questions, but good
7 afternoon.

8 **MS. MEREDITH PORTER:** Thank you. The last
9 party with standing I'd like to invite up is from the
10 Government of Saskatchewan, Ms. Colleen Matthews. And, Ms.
11 Matthews will have 11 minutes for her questions.

12 --- CROSS-EXAMINATION BY COLLEEN MATTHEWS:

13 **MS. COLLEEN MATTHEWS:** Thank you, and good
14 afternoon. My questions are for Mr. Weighill. Mr.
15 Weighill, you have entered Exhibit 64 entitled "Change and
16 Innovation on Canadian Policing" that talks about the
17 Prince Albert Hub and collaborative risk-driven community
18 safety. I will offer a description of the Hub and ask you
19 if this is a fair description.

20 I understand that a hub is a model of multi-
21 sector collaborative risk intervention, and the
22 representatives from social services, mental health,
23 education, corrections and policing, and other agencies
24 meet weekly in 14 communities across Saskatchewan to find
25 ways to connect people to services. These are individuals

1 who are at an elevated level of risk; would that be fair?

2 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, it
3 would.

4 **MS. COLLEEN MATTHEWS:** Could you briefly
5 explain how these hubs operate and what the benefits are?

6 **RETIRED CHIEF CLIVE WEIGHILL:** Okay. The
7 hubs, the ones that I'm familiar with, would meet, like,
8 say, on a Tuesday morning and a Wednesday morning. So, the
9 representatives from health, mental health, social
10 services, Justice, the police, education would come to a
11 roundtable and they would each bring cases that they
12 believe that they have tried to work on, on their own, but
13 they couldn't solve it within their own, shall I say, silo.

14 So, education may be having a problem with a
15 student that's 12 or 13 years old, hasn't come to school in
16 four months, they've tried everything they can, they know
17 that child is at-risk, there's a reason why that child
18 isn't coming to school, they can't solve it. So, they
19 would bring something like that to the table for the other
20 service providers to discuss.

21 If they decide that it's an acute elevated
22 risk, then they would share the name. And then each
23 individual then would run in their data banks if they're
24 dealing with the same person. Most times, that's the case.
25 Probably social services run that name, yes, they've got a

1 file on it. Mental health might run the name, yes, they're
2 also working on that individual. So, they would pool their
3 resources. When the meeting is over -- they would do that
4 on five or six cases.

5 When the meeting is over, they would kind of
6 scrum and decide, "Okay. What's our game plan for this
7 afternoon?" "We're going to go to so-and-so's address en
8 masse," and offer assistance to that child and family to
9 see if they can help resolve some of the issues that are
10 happening within that family content.

11 **MS. COLLEEN MATTHEWS:** Thank you. You also
12 entered Exhibit 65, Board of Police Commissioners Brief,
13 June 29 -- or, pardon me, 28th, 2017. And, this is a
14 document that discusses PACT, police crisis team
15 partnership, which I understand is another program that
16 connects people to services and involves a health region.
17 Could you briefly explain what the benefits of this program
18 are?

19 **RETIRED CHIEF CLIVE WEIGHILL:** We work with
20 and same as the City of Regina. We work with a unit known
21 as Mobile Crisis that runs a 24/7 organization for people
22 in need or that are in distress for social issues. They're
23 kind of like the 24/7 social services that can kind of go
24 to a scene and assist with a family's domestic situation
25 once the violence is done, and they can help with the

1 family or with children. So, the funding came from the
2 province to Mobile to hire a -- somebody that's trained in
3 psychology, and we would put a police officer and team them
4 up with that person, so it's a PACT team.

5 We have two teams in Regina, two teams in
6 Saskatoon, and they would be called out on scenes that's
7 called in, we believe is schizophrenic, we would send out
8 the PACT team to start to deal with that, or people that
9 are having other troubles with mental health issues,
10 because the PACT team starts to build up relationships
11 within the health region and mental health region, and get
12 through the gatekeepers, and get people the help that they
13 need much quicker, rather than a constable that's not very
14 well-trained, and that, trying to take somebody to a
15 hospital emergency and have them looked at and spend hours
16 and hours waiting for somebody from the psychiatric ward to
17 come down and look at that person.

18 So, it's a way to expedite and bring people
19 into the health system quicker, and make sure that our
20 constables who aren't fully trained in a lot of mental
21 health issues, and can't be trained so much down that line,
22 and don't have the expertise for that can hand this off to
23 the PACT workers.

24 **MS. COLLEEN MATTHEWS:** Mr. Weighill, you
25 referred to the missing persons liaison and Aboriginal

1 resource officers. I understand that these are positions
2 in Victim Services; is that correct?

3 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, they
4 are.

5 **MS. COLLEEN MATTHEWS:** And, that I
6 understand for municipal police services, Victim Services
7 personnel are civilian staff of the police service; is that
8 correct?

9 **RETIRED CHIEF CLIVE WEIGHILL:** Yes, they're
10 civilian staff that work within the police service.
11 They're not actually employees of the service though.
12 They're still employed and paid by the province.

13 **MS. COLLEEN MATTHEWS:** Okay. And, in your
14 experience, are there advantages to having Victim Services
15 programs like these in police-based programs?

16 **RETIRED CHIEF CLIVE WEIGHILL:** Absolutely,
17 because the people that worked in Victim Services have
18 built up a relationship with the police of -- to be able to
19 share files. There's MOU's. If they're in the
20 headquarters, they can get the files that they need very
21 quickly.

22 You know, a lot of their work comes from
23 referrals from the police, because, you know, the police
24 officer taking the cases, they know who the victims are and
25 they forward these cases to Victim Services. So, it's a

1 very streamline system. If they were not working within
2 the police organizations hand-in-hand with the police, it
3 would get very, very choppy on how they would get
4 information and how we would share information, and
5 timeliness to get that information for victims.

6 **MS. COLLEEN MATTHEWS:** And, are you able to
7 speak to the programs in the rural areas delivered by non-
8 profit organizations with Boards of Directors involving
9 Detachment Commanders and community members?

10 **RETIRED CHIEF CLIVE WEIGHILL:** No, I
11 couldn't really talk with much confidence on that.

12 **MS. COLLEEN MATTHEWS:** Okay. And, my final
13 question for you is, in view of all of the testimony about
14 the need for increased numbers of Indigenous police
15 officers, there's a sense that not all police services are
16 recruiting at the same level, do you support more specific,
17 directed recruiting approaches either for individual police
18 forces or at the provincial or national level?

19 **RETIRED CHIEF CLIVE WEIGHILL:** I would
20 certainly support at the provincial level. There's
21 absolutely a need for more Indigenous police officers right
22 across Canada, and specifically in the prairie provinces.
23 It's something that -- it's almost imperative that we get
24 more Indigenous police officers.

25 **MS. COLLEEN MATTHEWS:** Thank you.

1 I'd now like to invite up Commission Counsel, Fanny Wylde.
2 And, Ms. Wylde will have six and a half minutes for her
3 cross-examination.

4 **--- CROSS-EXAMINATION BY MS. FANNY WYLDE:**

5 **MS. FANNY WYLDE:** Good afternoon. Fanny
6 Wylde, Commission Counsel. I will be directing my first
7 questions to Detective Alana Morrison. The fact that
8 Native police forces are busy -- too busy, fatigued, as you
9 mentioned in your testimony, is this a result of lack of
10 resources?

11 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes, it
12 definitely is. NAPS is underfunded and therefore we have
13 struggles with officers, and having two officers at
14 detachments most times, we end up with one at a detachment.

15 **MS. FANNY WYLDE:** Thank you. So, what are
16 the impacts on the files sent to the prosecution office?

17 **DETECTIVE CONSTABLE ALANA MORRISON:** Well,
18 there's -- definitely there can be issues with incomplete
19 investigations. Sometimes witness statements can be
20 missed. Sometimes it takes -- there's a delay on getting
21 the paperwork if charges are laid. So, there are some
22 barriers there.

23 **MS. FANNY WYLDE:** So, would you agree that
24 if it can affect the quality of the file, it can therefore
25 affect the chances of the files to be prosecuted?

1 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes,
2 absolutely. But, I think the way that -- as long as the
3 victim -- or depending on what it is. If it's a break and
4 enter, or if it's arson, yes, you know, that could be an
5 issue. But, I mean, if you're dealing with, say, a sexual
6 assault or a violent domestic assault, as long as the
7 victim care is first and foremost and they're, you know,
8 taken care of, you know, I think that becomes more
9 important. And then they can have whatever time they need
10 later to complete whatever statements they...

11 **MS. FANNY WYLDE:** But, would you agree that
12 there is some offenses, some re-offenses that have a
13 prescription; correct?

14 **DETECTIVE CONSTABLE ALANA MORRISON:** I don't
15 understand the question.

16 **MS. FANNY WYLDE:** There's offenses within
17 the Criminal Code that has a prescription before the
18 prosecution can prosecute the file -- oh, I'm sorry.
19 English is my third language. A limitation.

20 **DETECTIVE CONSTABLE ALANA MORRISON:** Okay.
21 There are some offenses that have a limitation?

22 **MS. FANNY WYLDE:** Yes.

23 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes,
24 there is. It depends on if they're going to by way of
25 summary or indictable.

1 **MS. FANNY WYLDE:** So, does it happen
2 sometimes because of the officers are -- there's a lack of
3 resources, they're fatigued, there are not enough
4 resources, does it happen sometimes that the delay is too
5 long and the limitation is over, is passed the six months
6 when the file is sent to prosecution office?

7 **DETECTIVE CONSTABLE ALANA MORRISON:** I
8 haven't heard of any cases like that recently, but then
9 again, I don't deal with the briefs themselves so I can't
10 really comment.

11 **MS. FANNY WYLDE:** Okay. Thank you.

12 **DETECTIVE CONSTABLE ALANA MORRISON:** Mm-hmm.

13 **MS. FANNY WYLDE:** I have a question about
14 the NAPS itself. It's under the authority of whom exactly?

15 **DETECTIVE CONSTABLE ALANA MORRISON:** There
16 is a tripartite agreement which is signed between the NAN,
17 Nishnawbe Aski Nation, the provincial government and the
18 federal government. Much more than that, I never
19 negotiated any of it, so I don't have much knowledge on it.

20 **MS. FANNY WYLDE:** I just wanted a little bit
21 of context for my next question. When a woman or a girl is
22 victim of violence by a band chief, for example, or a band
23 counsellor, does the Native police force feel comfortable
24 to investigate?

25 **DETECTIVE CONSTABLE ALANA MORRISON:** That

1 would be more instances for the crime unit to attend in the
2 community and investigate.

3 **MS. FANNY WYLDE:** Okay. I'm looking at my
4 time. Okay. Thank you for your answers. I'm going to go
5 to witness Stewart. We heard about limited duration
6 (indiscernible - 5:18:53) in the RCMP, can you discuss the
7 challenges in building trust in these (indiscernible -
8 5:18:58)?

9 **SERGEANT DEE STEWART:** I think we discussed
10 -- or you heard that the constant turnover is a factor. I
11 think it's all within the member that goes there. I
12 attended my first one and my relationship building was with
13 ease. And, I can speak for many members, even non-First
14 Nation members, it's all in your desire to be there and
15 your connections with your community when you get there,
16 but I do hear and I reson -- in the chiefs and councils and
17 many of my family resonate on the turnover, it bothers them
18 when they find somebody they bond with and they can be
19 trustworthy with.

20 **MS. FANNY WYLDE:** Okay. So, did you ever
21 see discrimination and racism of colleagues within --
22 during your function, discrimination and racism of your
23 colleagues towards Indigenous people?

24 **SERGEANT DEE STEWART:** Towards Indigenous
25 people?

1 **MS. FANNY WYLDE:** Yes.

2 **SERGEANT DEE STEWART:** I -- no. But, it's
3 who I am and what I portray in my communities and around
4 members. So, nobody would make a comment about Indigenous
5 people to me if they're an RCMP member.

6 **MS. FANNY WYLDE:** Thank you. And, my last
7 question would be to Clive Weighill. You mentioned that
8 you were aware of the Human Rights Watch reports; correct?

9 **RETIRED CHIEF CLIVE WEIGHILL:** Yes.

10 **MS. FANNY WYLDE:** Are these reports
11 something that you study as an Association of Chief of
12 Police of Saskatchewan and/or the Canadian Association of
13 Chiefs of Police?

14 **RETIRED CHIEF CLIVE WEIGHILL:** We haven't
15 studied it at the Canadian Association of Chiefs level, but
16 certainly we've had discussions at the Saskatchewan
17 Associations of Chiefs of Police because the investigation
18 was done primarily in Saskatchewan with Prince Albert,
19 Saskatoon, Regina and the RCMP.

20 **MS. FANNY WYLDE:** Thank you. My time is up.
21 Meegwetch.

22 **MS. MEREDITH PORTER:** Thank you, Ms. Wylde.
23 That completes the process of cross-examination of the
24 witnesses by the parties with standing and Commission
25 Counsel. So, I'm going to request maybe a very quick 5

1 minute break. I'd like to confer with counsel for the
2 witnesses to determine their -- the extent to which re-
3 examination. We have five witnesses, and as you know, we
4 have a blocked time of 20 minutes. So, each counsel is
5 entitled to 4 minutes for re-examination of their
6 witnesses, and I just want to take a moment to canvas their
7 interest. So, if we can just adjourn for 5 minutes, that
8 would be very helpful at this point.

9 **CHIEF COMMISSIONER MARION BULLER:** Okay.
10 Yes, 5 minutes, please.

11 **MS. MEREDITH PORTER:** Thank you.

12 --- Upon recessing at 5:21 p.m.

13 --- Upon resuming at 5:38 p.m.

14 **MS. MEREDITH PORTER:** --- of the witnesses.
15 And, as I mentioned, counsel for the witnesses each have 4
16 minutes and it's my understanding then, that we'll start
17 with you, Mr. Bernard, with your time, and ask that 4
18 minutes be put on the clock.

19 **--- RÉ-INTERROGATOIRE PAR Me BERNARD JACOB:**

20 **Me BERNARD JACOB:** O.k. Alors, Monsieur
21 Vicaire, dans votre contre-interrogatoire, on vous a parlé
22 du financement fédéral.

23 **M. JEAN VICAIRE:** Oui, effectivement.

24 **Me BERNARD JACOB:** J'ai compris de votre
25 témoignage que le gouvernement fédéral est représenté par

1 qui dans les ententes tripartites?

2 **M. JEAN VICAIRE:** Par, à ma connaissance,
3 c'est le ministère de la Sécurité publique du Canada.

4 **Me BERNARD JACOB:** A autorisé 55 policiers
5 supplémentaires pour les communautés autochtones pour
6 chacune des deux prochaines années?

7 **M. JEAN VICAIRE:** Ce qui veut dire les
8 années financières 2019-2021, 55; 2020-2021, un attribution
9 pour le Canada d'un autre 55.

10 **Me BERNARD JACOB:** Je comprends que votre
11 communauté a signé l'entente de 2.3 millions au lieu de 2.6
12 millions?

13 **M. JEAN VICAIRE:** C'est exact.

14 **Me BERNARD JACOB:** Pour une période de?

15 **M. JEAN VICAIRE:** Pour une période de cinq
16 ans.

17 **Me BERNARD JACOB:** C'est 2.3 millions par
18 année?

19 **M. JEAN VICAIRE:** Ce qui est arrivé c'est
20 qu'avant, on avait une entente tripartite qui s'élevait à
21 1 387 052. Il y a eu deux ententes bilatérales en '16-
22 '17...

23 **Me BERNARD JACOB:** Et bilatérales entre le
24 Gouvernement du Québec et le gouvernement...

25 **M. JEAN VICAIRE:** Fédéral. Chacun a conclu

1 des ententes bilatérales avec la communauté.

2 **Me BERNARD JACOB:** O.k.

3 **M. JEAN VICAIRE:** Le fédéral, en '16-'17,
4 ont attribué 300 000 \$. Le Québec a attribué 276 923 \$.

5 **Me BERNARD JACOB:** O.k.

6 **M. JEAN VICAIRE:** Pour '17-'18, les
7 bilatéraux ont supporté en supplément de l'entente de base
8 le 1 387 052 au montant pour le Québec de 776 923 et
9 300 000 pour le fédéral, qui fait un total à ma souvenance
10 de 2 463 975 \$.

11 **Me JACOB:** OK. Donc actuellement, le manque à
12 gagner vient du fédéral ou du provincial?

13 **M. VICAIRE:** Je dirais les deux parce que
14 l'investissement qu'on a eu, c'est de l'ordre de 2 316 000,
15 alors on a une diminution déjà en partant du 2 463 975 à
16 2,3 millions.

17 **Me JACOB:** On a ici un paramètre global pour
18 l'ensemble du Canada de 55 policiers. Est-ce qu'on vous a
19 donné les raisons pour lesquelles le fédéral bloquait se
20 chiffre-là pour 300 communautés ou 300 polices autochtones?

21 **M. VICAIRE:** Je comprends pas tout à fait la...

22 **Me JACOB:** Est-ce que vous avez des raisons
23 pour lesquelles le gouvernement limitait le nombre de
24 policiers supplémentaire à 55?

25 **M. VICAIRE:** Y'a aucune explication de leur

1 part sur ça.

2 **Me JACOB:** Est-ce que le gouvernement vous a
3 donné une raison pourquoi... le gouvernement fédéral vous a
4 donné une raison pour laquelle il ne paye pas sa quote-part
5 qui est due actuellement?

6 **M. VICAIRE:** Parce que pour eux l'appel à
7 l'action de la Commission Viens, c'est ce qui a fait en
8 sorte que la partie du Québec par le ministère, par le
9 biais du ministère de la Sécurité publique a fait en sorte
10 qu'ils ont respecté de déposer l'ensemble de leur 48 % du
11 1,3 million et la partie fédérale n'a pas suivi dans le
12 même ordre d'idée.

13 **Me JACOB:** Normalement, le fédéral paye
14 quand?

15 **M. VICAIRE:** Normalement, à ma souvenance,
16 c'est dans le courant du mois de mai de... comme là là, le
17 mois passé.

18 **Me JACOB:** Donc, je comprends qu'actuellement
19 par rapport aux années précédentes, le gouvernement fédéral
20 est en retard.

21 **M. VICAIRE:** Oui, effectivement.

22 **Me JACOB:** Et y'a pas donné aucune raison.

23 **M. VICAIRE:** Non.

24 **Me JACOB:** J'ai pas d'autres questions.

25 **MS. MEREDITH PORTER:** Thank you.

1 The next counsel for witnesses that I would
2 -- for the witness that I would like to invite re-examine
3 the witness is Ashley Smith, who will re-examine Chief --
4 Retired Chief Clive Weighill.

5 **--- RE-EXAMINATION BY MS. ASHLEY SMITH:**

6 **MS. ASHLEY SMITH:** Thank you, Commission
7 counsel.

8 Chief Weighill, similar to the questions on
9 re-exam yesterday, I just wanted to give you an opportunity
10 in light of the many areas canvassed in cross-examination
11 today to provide any further comments or recommendations
12 that you have to the Commission.

13 **RETIRED CHIEF CLIVE WEIGHILL:** Thank you.

14 I want to just leave two stories with the
15 Commission before I leave, and I think it really drives, in
16 my mind, when we're talking about vulnerability of people.

17 I go out on patrol -- well, I did when I was
18 the Chief, go out on patrol every once in a while, just to
19 see what's happening on the street so you can really feel
20 it, touch it and smell it.

21 It's late night in the winter, Saskatoon,
22 it's about 8:00 at night, 20 below night, we get a call to
23 Kentucky Fried Chicken in the inner city, there's somebody
24 rustling around in the garbage. We get to Kentucky Fried
25 Chicken.

1 At the back of Kentucky Fried Chicken
2 there's a 6-foot fence all around the garbage so people
3 can't get into it. The manager says to me she's already
4 left.

5 So we drive around the neighbourhood. We
6 find her about three blocks away walking in kind of a
7 warehouse area in Saskatoon. There she is carrying this
8 flippin' plastic bag with pieces of cold chicken and half-
9 eaten French fries and stuff in it. That's her supper for
10 the night. She's known to us, she works the street once in
11 a while, but that's beside the point.

12 My question rhetorically is to you, is that
13 woman vulnerable? She's got no place to go, she's got no
14 money, she's -- 20 below night in Saskatoon. That's the
15 condition when I talk about the vulnerability of what we're
16 facing in our cities right now.

17 Another one is how things are very insidious
18 when it comes to crime and vulnerable people.

19 We take a call another night, we take a call
20 to a break and enter. It's a young Indigenous woman, and
21 her children are gone away for the weekend. They come back
22 home, and their house has been broken into, so they phone
23 the police.

24 My partner and I arrive there. We start to
25 take the report from them. You can see -- you know, it's

1 the kid's PlayStations and stuff like that are stolen.

2 So we ask the mother all the details, and
3 then we say to her, "We're going to go next door and talk
4 to your neighbours to see if they've seen anything",
5 because that's standard procedure. She says, "No, please
6 don't go next door. I don't want any trouble. I don't
7 want you going to the house next door."

8 And you know, we're looking around, we know
9 kind of what's going on. She doesn't want us to go next
10 door because it's a gang house and she's scared if we go
11 next door it's going to cause some problems for her. So
12 she says, "That's no problem," she says. She says to me,
13 "I don't want you to go next door. I don't want any
14 trouble. I'm just glad they didn't trash my house when
15 they broke into it."

16 Now, I'd ask you and anybody in the audience
17 here, if somebody broke into your house would you say to
18 the police officer I don't want you to investigate it any
19 further, I'm just glad they didn't trash my house? Most
20 people would say I want those people arrested, I want my
21 stuff back, I want things done.

22 But what sets in your mind when you go home
23 at night, and believe me, police officers do go home at
24 night and think about what happened. You go home at night
25 and you think, okay, here was this young woman with her two

1 little daughters that are 8 and 9 years old listening to
2 her mother tell a police officer, really what she's saying
3 is it's okay to be victimized if we're not victimized too
4 much.

5 So already that young -- those young girls
6 are getting planted in their head that it's almost okay to
7 be victimized as long as they're not victimized too much.
8 That's the environment some of these young people are
9 growing up in and why they're so vulnerable in our inner
10 cities and up North and some of the situations that they're
11 facing here.

12 And sometimes, you just go home at night and
13 you think to yourself who the hell is going to help these
14 people? Who the hell is going to help them? They've got
15 no help in the inner city in Saskatoon. They've got no
16 hope in the inner city in Regina or Winnipeg. They're
17 brought up in that environment.

18 That's what we need to work on when we're
19 talking about the vulnerability of these young women and
20 thus putting them in these situations that ends up in
21 horrific circumstances.

22 Thank you very much for allowing me my
23 comments.

24 **MS. MEREDITH PORTER:** Thank you.

25 I'd like now to invite counsel Krystyn

1 Ordyniec to re-examine Detective Constable Alana Morrison.

2 **--- RE-EXAMINATION BY MS. KRISTYN ORDYNIC:**

3 **MS. KRISTYN ORDYNIC:** Sorry. We're sharing
4 the microphone here.

5 With respect to this morning, we went
6 through your CV, we didn't get a chance to go through it in
7 great detail. Could you tell us with respect to your
8 duties, are you responsible for recruiting or do you
9 oversee the ERT Program?

10 **DETECTIVE CONSTABLE ALANA MORRISON:** That's
11 negative on both of those questions.

12 **MS. KRISTYN ORDYNIC:** Thank you. We also
13 heard about programming suggested by you, be it an
14 expansion of your Survivor Assistance Support Program and
15 programming suggested by parties withstanding such as
16 Mishkeegogamang. Why do you think these programs aren't
17 currently in place, or what may act as a barrier to these
18 programs for NAPS?

19 **DETECTIVE CONSTABLE ALANA MORRISON:** Why
20 there's no survivor support right now? Is that the
21 question?

22 **MS. KRISTYN ORDYNIC:** Sorry. You spoke
23 about an expansion and you also agreed with community-based
24 programming with some of the parties. And why do you think
25 those aren't currently in place right now in NAPS?

1 **DETECTIVE CONSTABLE ALANA MORRISON:** I think
2 it's largely due to lack of funding at this point why
3 there's no extra programming or extra community-based
4 programs.

5 **MS. KRISTYN ORDYNIEC:** And my last question
6 is just open to you if you had anything else to add from
7 today's cross-examination?

8 **DETECTIVE CONSTABLE ALANA MORRISON:** Yeah.
9 I just wanted to apologize for not having the correct
10 acronym down for the LGBTQ2S. It bothered me that I messed
11 it up there, so I just wanted to apologize. Thank you.

12 **MS. KRISTYN ORDYNIEC:** And those are my
13 questions. Thank you.

14 **MS. MEREDITH PORTER:** Thank you.

15 I'll now ask counsel Anne Turley if there
16 are any re-direct questions for Sergeant Dee Stewart?

17 **MS. ANNE TURLEY:** No, there are none.

18 **MS. MEREDITH PORTER:** Thank you.

19 So the final counsel I will turn to then is
20 my colleague Violet Ford. And are there any questions on
21 re-direct for Yvonne Niego?

22 **MS. VIOLET FORD:** Yes.

23 **--- RE-EXAMINATION BY MS. VIOLET FORD:**

24 **MS. VIOLET FORD:** This morning, Yvonne, you
25 were talking about communications with police in Nunavut

1 communities -- in the Nunavut communities, and yesterday,
2 there was a reference to using a website, a police website
3 to access police services.

4 My question is do you think this type of an
5 idea would work in Nunavut, and if so, why, and if not, why
6 not?

7 **MS. YVONNE NIEGO:** Communication in Nunavut
8 is very difficult, it varies from community to community.
9 40 percent of our population accesses income support. We
10 have a difficulty in connecting with the public through
11 websites, not just for availability of Internet, but also
12 the speed of Internet. Even our police detachments,
13 certain ones, to download a simple email without an
14 attachment can take up to five minutes. Radio is often a
15 means of communication or in person, and even then, it's
16 still -- the language barrier is a factor.

17 **MS. MEREDITH PORTER:** Thank you. Chief
18 Commissioner and Commissioners, that completes the process
19 of re-examination of the witnesses. I'll seek your
20 direction on how to proceed, then, with your questioning of
21 the witnesses at this point.

22 **CHIEF COMMISSIONER MARION BULLER:** Okay. We
23 understand that Detective Constable Morrison has a very
24 important family event to attend and has to leave today and
25 we want her to go. We'd like to come to that event too,

1 actually, but we can't. So, we will have our examination
2 of Detective Constable Morrison this afternoon, and the
3 remainder of the witnesses tomorrow morning.

4 We will start with Ms. Niego, because we
5 understand her travel concerns for tomorrow. So, tomorrow
6 morning we will start our opening at 7:45 and commence with
7 examination of Ms. Niego at 8:00 a.m. so she can get out
8 the door on time, and continue with the remainder of the
9 witnesses after her. So, that's the plan for today and
10 tomorrow.

11 **MS. MEREDITH PORTER:** Thank you.

12 **COMMISSIONER BRIAN EYOLFSON:** Thank you.
13 Detective Morrison, I just have a few questions for you,
14 but I'd like to also acknowledge your strength in coming
15 and sharing your truths with us today, and I just have a
16 few questions, if you don't mind?

17 You had talked about women in NAN territory
18 having to leave for reasons such as medical reasons, and
19 that they could only bring one person with them as a helper
20 or escort.

21 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

22 **COMMISSIONER BRIAN EYOLFSON:** So, why is the
23 limit to one person and who sets that policy? Where does
24 that come from?

25 **DETECTIVE CONSTABLE ALANA MORRISON:** That's

1 my understanding from non-insured, that the nursing station
2 implements their requirements.

3 **COMMISSIONER BRIAN EYOLFSON:** Thank you.
4 You also talked about having OPP do kits in the community.
5 You had mentioned you had pushed for that at one point?

6 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.
7 It was a joint project between more specifically a
8 detective sergeant that is also a good friend of mine, and
9 she and I shared the same vision as far as having a victim,
10 like, say if they were stuck in a community and they
11 couldn't get out to get the kit done, that we thought it
12 very important to do this drive to have kits done at the
13 community level so at least, at the very minimum, if she
14 was weathered in, that at least we can get the biological
15 evidence, and then once flights were moving again or
16 weather cleared, that she was able to come down and then
17 access the counselling.

18 **COMMISSIONER BRIAN EYOLFSON:** Right.

19 **DETECTIVE CONSTABLE ALANA MORRISON:** Just so
20 she can shower sooner rather than later.

21 **COMMISSIONER BRIAN EYOLFSON:** Okay. So,
22 that has changed now?

23 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.
24 Most of the communities, they are doing the kits in the
25 communities when -- and that goes back to choice, again,

1 that I talked about earlier, giving the victim the option
2 of, you know, you can fly down and get the kit done, or you
3 can do it in the community, which I think is just a nicer
4 start to such a horrific event.

5 **COMMISSIONER BRIAN EYOLFSON:** Right. Okay.
6 I just wanted to ask a few clarifying questions about
7 shelters, too. So, just to clarify, there's 34 communities
8 in NAN territory, and I think you said the only one that
9 had a shelter was Mishkeegogamang, which is the one drive-
10 in community?

11 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

12 **COMMISSIONER BRIAN EYOLFSON:** And, the only
13 other ones were in nearby towns or cities just south of the
14 territory?

15 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.
16 So, when I speak to that, I can only speak to the northwest
17 region and the central region. So, I don't know what is
18 actually available. There might be a few more on the east
19 region, but I don't know. As far as the northwest and the
20 northeast goes, I'm only aware of one women's shelter,
21 actual women's shelter, and that is in Mishkeegogamang,
22 like, that's actually in a community. And, like I said,
23 the rest are located in Sioux Lookout which would entail a
24 charter for a victim and her children.

25 **COMMISSIONER BRIAN EYOLFSON:** Right. Thank

1 you. Okay. You were also asked in cross-examination about
2 women leaving and going to nearby cities or towns and then
3 facing vulnerability. Can you comment is that happening
4 because sometimes they're going to those communities to go
5 to the shelters first, or are they just fleeing violence
6 more generally?

7 **DETECTIVE CONSTABLE ALANA MORRISON:** I think
8 the majority -- when you think back to when I had mentioned
9 reporting an incident, I've dealt with cases where a victim
10 has reported a sexual assault and it's not seen as a sexual
11 assault save from a witness that knows the accused. And
12 so, sometimes I've seen victims being accused of infidelity
13 in the community, and I have seen and dealt with Facebook
14 posts in communities commenting on what she's reporting,
15 and I think that escape to the city is to get away from
16 everybody knowing her business.

17 **COMMISSIONER BRIAN EYOLFSON:** Okay, thank
18 you. And, just one final question of clarification, and
19 Commission counsel was asking you questions. Just a little
20 while ago, you referred to a situation where the Crime Unit
21 would come in. Can you just clarify what the Crime Unit
22 is?

23 **DETECTIVE CONSTABLE ALANA MORRISON:** Okay.
24 So, for the north -- for all our three regions, there is
25 specific detectives that oversee the regions. So, the

1 Central Region Crime Unit was just created within the last
2 six months or so where we actually have three of us
3 detectives that are based out of Thunder Bay. So, we would
4 respond to any sudden deaths, suicide, homicide, everything
5 north of Thunder Bay.

6 For Sioux Lookout, they would respond to the
7 suicides and whatnot, everything north of Sioux Lookout.
8 And then for the northeast region, the detectives are
9 located in Cochrane, and they would respond to everything
10 in the north from there. So, we have three different units
11 and they have three detectives per unit right now. And, if
12 we respond -- sometimes if there's no one available in
13 Sioux Lookout, we'll respond from Thunder Bay. So, yes,
14 that's...

15 **COMMISSIONER BRIAN EYOLFSON:** Okay. Thank
16 you very much. Those are all my questions.

17 **DETECTIVE CONSTABLE ALANA MORRISON:** Thank
18 you.

19 **COMMISSIONER BRIAN EYOLFSON:** Thanks.

20 **COMMISSIONER QAJAQ ROBINSON:** Hi Detective.
21 I, too, want to thank you for coming and sharing with us,
22 and for sharing a piece of you. I know that that's not
23 easy and I want to acknowledge that.

24 **DETECTIVE CONSTABLE ALANA MORRISON:** Thank
25 you.

1 **COMMISSIONER QAJAQ ROBINSON:** It's so
2 important that people see themselves in the police force
3 and see the humanity in you.

4 **DETECTIVE CONSTABLE ALANA MORRISON:** Thank
5 you.

6 **COMMISSIONER QAJAQ ROBINSON:** I want to ask
7 just a couple of questions. One of the important things, I
8 think, when it comes to the relationships between a police
9 force and a community are the values that the police force
10 is upholding. In essence, there's the values of moral and
11 ethical values, but then also the laws that the police
12 force is upholding.

13 I'm assuming, and correct me if I'm wrong,
14 but NAPS is mandated to enforce provincial and federal
15 laws. You're not enforcing or upholding your people's laws
16 per se?

17 **DETECTIVE CONSTABLE ALANA MORRISON:** No.
18 Nishnawbe Aski police officers are definitely mandated to
19 enforce federal law, more so because we're on the First
20 Nation communities. Say, take Mishkeegogamang where they
21 have a highway going through it. So, we do enforce
22 provincial there as well. However, with the three crime
23 units that I just spoke of, part of our job in overseeing
24 the areas that we're responsible for is to review all
25 benchmark occurrences, meaning we review domestic assaults,

1 we review sexual assault investigations, we review
2 aggravated domestics -- I think I said that already.

3 But, we review all major case occurrences,
4 and we make sure that everything is there, that the
5 investigation is complete before we're able to sign off on
6 it, and that includes also when a case is closed that it's
7 closed under the appropriate title, like unfounded or
8 unsubstantiated or something like that, like an unfounded,
9 or an unsubstantiated, or something like that, so we review
10 all of that. So, they have to be -- they're held
11 accountable in all the communities for full, and fair, and
12 complete investigations.

13 **COMMISSIONER QAYAQ ROBINSON:** And, I think
14 you're absolutely right that for our community to have
15 confidence in you, that is something that they need to
16 know. I guess, sort of, what I'm getting at is in --
17 Deputy Minister Niego sort of talked about it, that the
18 police have their values, Inuit have their values, their
19 laws.

20 And, I've heard from a number of families
21 that when it came to incidences of violence or conflict,
22 that the state law -- white man's law didn't address it the
23 way their traditional or inherit laws or the laws of the
24 land would. Do you see that that sort of disconnect
25 between white man law or federal law, and the law of the

1 land or natural law has an impact on a community's
2 relationship with the police force? Because I think for
3 some people, so long as a police force is enforcing white
4 man's law, it may be seen as a tool of oppression. Do you
5 know what I mean?

6 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes, I
7 totally know what you mean. I think for Nishnawbe-Aski
8 police officers, that is definitely something that they're
9 educated on as far as entering into a community knowing the
10 history. Some communities are very religious, some are
11 traditional.

12 So, we -- the officers that we employ that
13 I've worked with personally have open minds, and as far as
14 dealing with the *Youth Criminal Justice Act*, have their own
15 discretion as far as dealing with some of the younger --
16 the youth that break the law. So, they're well aware of
17 their rights, and that ability to invoke their discretion,
18 and look for another means. So, they're aware of that, and
19 that has actually happened. I've dealt with a few cases
20 myself with officers. Maybe not so much with when it comes
21 to the more violent sexual assaults, but definitely having
22 that discretion definitely helps. But, I can't speak to --
23 like, say, if there is a law of the land, if they enforce
24 that or not. I don't think I can comment on that.

25 **COMMISSIONER QAYAQ ROBINSON:** Okay. Thank

1 you. We've heard a lot this week about training and the
2 importance of training, sort of, non-Indigenous officers
3 that are going into Indigenous communities. It struck me
4 as I was listening to a number of the panellists talking
5 that, and you also shared that your force is close to, I
6 think, was half are Indigenous. How powerful having
7 Indigenous colleagues is as a training? Like, it's
8 vicarious training. Not vicarious. It's to improve
9 relationship. That's the distinction. Training through
10 relationship. And, I was wondering if you had seen any
11 examples of how that training through relationship has
12 played out within your police force.

13 **DETECTIVE CONSTABLE ALANA MORRISON:** I
14 definitely think that when the community -- like I said,
15 when a new recruit is deployed and they are hooked up with
16 their coach officer, and if that coach officer happens to
17 be from the First Nation community and they are First
18 Nation, I think that officer is -- it's hard to say, but --
19 like, I mean, I think they might have an easier time
20 getting accepted by the community if they see their officer
21 is getting along well with the recruit. So, I think that
22 definitely has an impact on the community's acceptance of
23 the officer. And, we have a handful that are actually from
24 the communities, and I wish we had more.

25 But, I also know the flipside of that, that

1 when you're from your community and you're policing your
2 own community that that can be a struggle as well too,
3 because we've had a long-time serving officer in one of our
4 communities who actually had to respond to two family
5 sudden deaths. And, the impact it had on him is, you know,
6 life changing, has been life changing for him, and he's
7 just returned back to full duties. But, yes, I think as
8 far as any officer that is working alongside an officer
9 from a community, I think they just -- they have just a
10 little bit more of an edge as far as being accepted in the
11 community.

12 **COMMISSIONER QAYAQ ROBINSON:** And, I would
13 expect that they learn more themselves.

14 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes,
15 absolutely. And, I think it also gives them more --
16 because they know -- they get that history. They
17 definitely get a history from the officer that's in the
18 community.

19 **COMMISSIONER QAYAQ ROBINSON:** The last
20 question I have for you is we heard yesterday from
21 Commissioner Lucki about, you know, whatever can make us
22 better. And, you know, the Auditor General in reviewing
23 First Nations policing talks about issues with measurement,
24 and monitoring, and we all know government. If they're
25 going to put money in, they want to know what the benefit

1 on return's going to be.

2 So, when I think about policing, and I think
3 about relationship with police and community, and the
4 importance of putting money into this, resources, the next
5 thought in my head is, oh, gees, the government's going to
6 want to know how to monetize that. How many dollars does
7 that look like? And, how many -- you know, what do we get
8 in return to measure the success of those dollars?

9 So, I want to give you a chance -- you don't
10 have to follow their formula, but I'm just -- I'm letting
11 you know why I'm asking this question, because everybody's
12 going to ask, "What does success look like? What does
13 better look like?" And, I want to know from you, a
14 detective working frontlines, grassroots, in your
15 communities, what does success look like?

16 **DETECTIVE CONSTABLE ALANA MORRISON:** That's
17 probably the best question today. You win.

18 (LAUGHTER)

19 **DETECTIVE CONSTABLE ALANA MORRISON:** No,
20 that is a really, really good question, and I'm going to
21 remember this question probably for the rest of my life,
22 and it'll probably sit on the back of my mind while I'm
23 trying to find more funding and also working my program
24 right now. Success in my mind is -- I just can't help but
25 see that our sisters out there are more educated and, in

1 turn, becoming stronger, and not having to make that choice
2 between medical care or family.

3 Success to me is going to be measured by
4 court outcomes. You know, maybe not even so much that the
5 accused is, you know, dealt with harshly. It's that she
6 has peace when it comes to her case, and knowing that she
7 stood up for herself and she said, "No, I'm not allowing
8 this to happen to me anymore."

9 That, to me, says success, because it's sad
10 that -- us, as First Nation women, used to lead the
11 communities back -- way back when. And, when I see a woman
12 that presents in front of me with eyes so black and she
13 can't open her eyes, it hurts my heart, because that's not
14 the way it was, and this -- you know, this is a woman that
15 should have, you know, more access to programs, to more
16 education, to -- the ability to protect herself. So, that
17 -- when you ask me what success is, that's kind of what I
18 envision. But, yes, that's -- I'll probably add more to
19 this as I go along.

20 **COMMISSIONER QAYAQ ROBINSON:** I look forward
21 to hearing more. Thank you so much. And, I'll give the
22 others a head's up, that question's coming to you too
23 tomorrow. So, thank you, meegwetch.

24 **DETECTIVE CONSTABLE ALANA MORRISON:** Thank
25 you.

1 **COMMISSIONER MICHÈLE AUDETTE:** Merci
2 beaucoup. I'm going to try in English, but mon brain --
3 you see, I already spoke French to you, is very grill in
4 English.

5 **DETECTIVE CONSTABLE ALANA MORRISON:** Okay.

6 **CHIEF COMMISSIONER MARION BULLER:** So, if
7 I'm not capable, I will switch in French.

8 **DETECTIVE CONSTABLE ALANA MORRISON:** Okay.

9 **CHIEF COMMISSIONER MARION BULLER:** I'll try.

10 **DETECTIVE CONSTABLE ALANA MORRISON:** You let
11 me know.

12 **CHIEF COMMISSIONER MARION BULLER:** You'll be
13 the first.

14 **DETECTIVE CONSTABLE ALANA MORRISON:** Okay.

15 **CHIEF COMMISSIONER MARION BULLER:** They know
16 me.

17 **DETECTIVE CONSTABLE ALANA MORRISON:** They
18 know you.

19 **CHIEF COMMISSIONER MARION BULLER:** Well, I
20 want to start with this, thank you, thank you, thank you.
21 It's always an honour and a pleasure to see an Indigenous
22 woman that is a role model. So, I'm very proud that you
23 came here and you're giving us hope, and this is where I
24 want to go, about hope.

25 And, over the years, we travel territories,

1 we go to places and we're lucky or blessed that your people
2 invited us last year to go and meet with your people.

3 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

4 **MR. BERNARD JACOB:** With our brothers and
5 sisters. I'm from the north, but on the other side. And,
6 it was beautiful, yes, but also it was a learning
7 experience to see that there are also isolated communities
8 where only winter road or fly in/fly out.

9 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

10 **CHIEF COMMISSIONER MARION BULLER:** And, do
11 you have in your territory, in those communities, 24 hours
12 a day police in place or working there?

13 **DETECTIVE CONSTABLE ALANA MORRISON:** I
14 believe I was asked that by one of the members, but again
15 to comment on that, that is the projection. However, with
16 shift change, like we have the two schedules like I stated
17 earlier, sometimes if an officer is flying out in the
18 morning, one will come in in the evening or sometimes the
19 next day. Sometimes it can't be helped if that one officer
20 in the community is called for court in a different
21 community or in Thunder Bay, so communities are left alone.
22 But, that is definitely -- NAPS' goal is to provide that
23 24/7 care. They might not be on shift 24/7, but they're in
24 the community and they're accessible.

25 A lot of people are so comfortable with

1 their officers that they'll go to their residence and not
2 even call. Like, they'll knock on the door and say, you
3 know, there's a call over at whatever. So, it's kind of --
4 for the officers that have been in their communities longer
5 than five years -- and there's a ton of them that have
6 become part of their communities, and really when there's a
7 tragic event in a community, feel for their community, and
8 so their relationship is actually very unique in that
9 regard.

10 But, yes -- no, there's sometimes,
11 unfortunately, days sometimes due to staffing where a
12 community can be without. And, if they do -- because we
13 have an 800 number, so we have had a couple of occasions
14 where we get called down in Sioux Lookout and we have
15 responded. We'll jump in a charter and we'll fly right up.

16 **CHIEF COMMISSIONER MARION BULLER:** This is
17 where I want to go also. The family violence doesn't stop
18 or the social problem that we're all facing doesn't stop.
19 So, you mention, I think, when that question was asked,
20 sometimes because of the weather or realities like that,
21 that yes, there is nobody there.

22 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.

23 **CHIEF COMMISSIONER MARION BULLER:** What
24 happened when there's a crisis when there's no officer? Do
25 you have, like, a strategy in place?

1 **DETECTIVE CONSTABLE ALANA MORRISON:** Yes.
2 So, that's where -- if the call is -- and we need to get in
3 there immediately, absolutely, we are afforded the ability
4 to rent a charter. And, whoever is available, which is
5 never hard to find in Sioux Lookout or Thunder Bay, there's
6 officers always ready and willing to go, like myself and
7 some of my partners, we can flip from detective capacity to
8 frontline just as easy and we'll jump on that charter and
9 we'll respond and we'll deal with whatever the crisis is in
10 the community.

11 **CHIEF COMMISSIONER MARION BULLER:** Merci.
12 Where I'm from, we believe in the holistic approach, and
13 I'm sure it's the same in your territory, in your values,
14 but in your work, do you have that approach where the
15 social workers, or the shelters or other unit or expertise
16 that you meet once in a while to exchange about cases or
17 realities or the progress of?

18 **DETECTIVE CONSTABLE ALANA MORRISON:** Mm-hmm.
19 Yes, we actually -- NAPS officers are known to partner with
20 -- so when a NAPS officer is in a community, and say he is
21 a lone officer or there's two of them in a community -- I
22 know for me when I used to work Cat Lake, which was my
23 first posting, I would go and hang out with the nurses off
24 duty, just for that normalcy, just for that -- because you
25 get to dealing with crises all day, every day and then --

1 like, we would just go there to have supper.

2 So, with that, you can do some information
3 sharing as far as, you know, community members or, you
4 know, somebody -- like, say they're not having a good day
5 and they've been at the nursing station, so then the
6 officer is aware that we may be getting a call from so-and-
7 so. And, also a lot of the officers, they'll go and hang
8 with the teachers, so they can get, you know, some insight
9 on -- say, if a student is, you know, acting up
10 particularly on one day and they'll get a heads up or --
11 you know?

12 So, there's a lot of partnerships that a
13 NAPS officer has. And, one of the main ones is the once a
14 month visits from the probation officers that fly in. So,
15 they actually do their meetings at our detachments, so
16 they're able to -- you know, exchange information and -- so
17 being a NAPS officer, you're exchanging -- you know, you
18 have a lot of resources that you, kind of, have to deal
19 with and...

20 **CHIEF COMMISSIONER MARION BULLER:** And,
21 that's helped?

22 **DETECTIVE CONSTABLE ALANA MORRISON:** Very
23 much so. And, it's part of that unique side of NAPS, I
24 think. Yes. And, you know what, there's community members
25 -- there are some amazing community members that are so

1 pro-police and will have an officer's back if they know
2 that they're alone in the community. So, that's very -- I
3 mean, it's an amazing relationship.

4 **CHIEF COMMISSIONER MARION BULLER:** When I
5 was mentioning about the hope, you're giving us hope, one
6 night I receive a call -- well, a messenger call from a
7 woman who lives in a community that you can only fly to go
8 there. And, she knew about the Inquiry, we were just
9 announced, and she says, I hope you're not coming to my
10 community. And, I was like -- I don't really know the
11 person, I met her a couple of times, she's a family member.
12 And, why? The first reaction was, why? She was saying
13 there is so much problem, so many sexual violence, but if
14 we denounce, there is nothing there to receive us, welcome
15 us or to support us. Is that the case in isolated
16 communities, that lack of services or...

17 **DETECTIVE CONSTABLE ALANA MORRISON:**
18 Absolutely. And, that was part of the gap that was
19 identified to support my program, was that -- like I said,
20 if they report to the nursing station, NAPS -- and they're
21 given the option to contact police. Obviously, if it's a
22 child, then yes, we would be contacted, and so would --
23 it's called Tikinagan, they're the ones that provide the
24 child family services. And so, they would be contacted and
25 we would start an investigation that way. But, if -- for a

1 woman to report a sexual assault, she's given the option to
2 notify police or not.

3 We have had occasions where they don't
4 release their kids to us, we have had occasions where they
5 have presented to the nursing station and don't wish to
6 have police involved right now, and that's fine, and it's
7 up to them when they're ready. But, that is definitely, in
8 my own opinion, lack of resources for sure, because my
9 biggest concern is once that victim is flown out, she does
10 get that care from the Assault Care and Treatment program
11 out of Sioux Lookout, she is given a week of counselling.

12 But, in my own opinion, from the victims
13 that I've worked with personally, I think we're just
14 opening a can of worms. And, we're sending them back to
15 their community and they don't have the everyday
16 counselling with the same person, because I think for my
17 own existence to last this long -- like, I've -- my
18 counselling has only been successful by having -- by really
19 getting along with the counsellor. A certain counsellor.
20 I can't talk to six different counsellors over a period of
21 time and expect that that's going to work. I haven't been
22 successful in that. So -- but that's what the women are
23 facing.

24 So, when they go back to the community, yes,
25 they have counsellors that come in there, yes, they have

1 emergency or people that they can go talk to, but it's not
2 a consistent counsellor that you have built trust in that
3 knows your full story, things like that.

4 And those are all things that I -- as far as
5 hope goes -- that I hope would change in the future.
6 Because to have that community-based two arms open up to
7 them when they get off that plane, you know, to say, it's
8 okay, you're back here and we're here to support you. And
9 yes, the accused family is here, but you know what, you're
10 okay, you've stood up for yourself. And they -- to have
11 that would just -- yeah. Sorry.

12 **COMMISSIONER MICHÈLE AUDETTE:** So to finish
13 and to conclude, we have an opportunity right now as we
14 speak to say to the federal government, Ontario Government,
15 and of course, your government, these are the
16 recommendations that could bring hope to those women and
17 their children. What would you recommend?

18 **DETECTIVE CONSTABLE ALANA MORRISON:** Oh,
19 sorry. Like I said, the struggle that I see every day. I
20 recommend, strongly recommend these -- I can't say enough
21 about the community-based support that they need. I can't
22 say enough about not having to make a choice between
23 leaving your community and picking up and going and leaving
24 your children. So that would definitely be one of my
25 strongest recommendations for that community-based support.

1 Thank you.

2 **COMMISSIONER MICHÈLE AUDETTE:** Merci,
3 beaucoup.

4 **--- CROSS-EXAMINATION BY CHIEF COMMISSIONER MARION BULLER:**

5 **CHIEF COMMISSIONER MARION BULLER:** One of
6 the benefits of going last is everybody else asks your
7 questions. And I note the time. I'll be fairly fast.
8 Following up on what you just said about
9 women having to make a choice about leaving the community
10 for a variety of reasons. What, if any, initiatives are
11 there to remove the offender from the community so that the
12 woman can stay in her community in safety with her family?

13 **DETECTIVE CONSTABLE ALANA MORRISON:** So for
14 most of the sexual assaults that we deal with, there is
15 very few circumstances where an accused would remain in the
16 community, and those would be no prior assaults, no prior
17 records. You know, that there is a safety -- or that the
18 victim says that they're okay, that -- you know. So we
19 take things like that.

20 But as far as when a male is arrested for a
21 sexual crime in a community, they are held regardless. And
22 the unique part of NAPS is that -- so they're held for a
23 bail and remand.

24 So basically what they do is the officer
25 works on a brief throughout the evening and then they send

1 a package to the Thunder Bay Courthouse, or Kenora, which
2 depends on whichever jurisdiction they're in. And then the
3 Court calls the detachment the next morning and they're put
4 on the speakerphone, and they actually bring the accused
5 over and they talk to the accused, they, you know, remand
6 them in custody that way.

7 So most times, they're actually flown out of
8 the community. NAPS, we have our plane, so they're picked
9 up by our plane and they're brought down to either Kenora
10 or Thunder Bay.

11 And -- so -- and that's fine, but you still
12 have the accused's family in the community that's she got
13 to see. The family could be the accused's wife, who is a
14 teacher at the school and her kids go there. So -- and
15 there's just so many different dynamics where she is left -
16 - even if she does stay in the community, that she has to
17 deal with, because they could be working at the Northern
18 Store, things like that.

19 And then, you know, that being or feeling --
20 maybe she's not ostracized, but she definitely feels it
21 because she knows, you know, the shame and the
22 embarrassment that comes along with what she's reported.

23 And what I would like to see is, yeah, when
24 they are brought out, there's a plan that's put in place
25 for their release, and sometimes they're released back to

1 the community with strict conditions. But even then, I
2 mean, they could be living three houses down, you know and
3 that's the struggle that we deal with.

4 But I think going back again to having that
5 community-based support, if that's the case, then you know
6 what, if there was a safehouse or an actual counselling
7 agency that was there just to give her that ongoing verbal,
8 you know, and comfort, you know, that it's okay, you know,
9 you can get through this. But we lose a lot of them
10 sometimes because of that when it comes to Court.

11 We had a female that was brutally assaulted
12 in one of the First Nations where she was flown out of the
13 community. She was allowed to take her one escort that we
14 found out after the -- she was flown to Toronto for a liver
15 transplant, because he stomped on her stomach, that he --
16 that the accused was flown out as her escort.

17 So I was the acting detective sergeant at
18 that time, and I had to -- like I was in panic because I
19 needed to get him arrested, I needed to get him away from
20 her. And I worked with Thunder Bay, sorry, Toronto PD and
21 we managed to get him -- we managed to get a statement from
22 her, a very short verbal one, but we got enough for our
23 reasonable probable grounds to get him into custody.

24 Toronto PD released him on our behalf. He
25 breached within two hours and he was again arrested and

1 held this time. But she had spent a lot of recovery time
2 in Toronto. By the time she got back to her community, the
3 Court came, we lost her. She absolutely refused to
4 testify.

5 So it's cases like that where I think if we
6 had that immediate response to her I don't think we would
7 have lost her. Because he -- she was able to see that he
8 breached within two hours. Like that's -- I don't know.
9 In my opinion, that's -- I don't know. I would have gave
10 up too.

11 **CHIEF COMMISSIONER MARION BULLER:** I
12 probably would have as well.

13 Well, that raises another question, and my
14 last area of questioning ---

15 **DETECTIVE CONSTABLE ALANA MORRISON:** Okay.

16 **CHIEF COMMISSIONER MARION BULLER:** --- just
17 so you know. In your territory, is it possible to apply
18 for peace bonds or a section 8(10) recognizance by
19 telephone and fax?

20 **DETECTIVE CONSTABLE ALANA MORRISON:** Not to
21 my knowledge. You have to attend the Thunder Bay
22 Courthouse and physically present in front of a justice of
23 the peace and give your reasoning for the request.

24 **CHIEF COMMISSIONER MARION BULLER:** Can you
25 apply for warrants for arrest by telephone or fax?

1 **DETECTIVE CONSTABLE ALANA MORRISON:** More
2 times that's part of our Crime Unit, what we do if there is
3 a domestic assault and the officer can't find the accused
4 in the community. And we encourage them to actively look
5 for them in the community.

6 As far as when I was policing in Cat Lake,
7 if an accused took off in the bush in the summertime or
8 even the wintertime, there was no way I was going in the
9 bush after them. Because they know the bush far better
10 than I ever would, so I'd only put myself in even more
11 danger.

12 But what the Crime Unit does is we'll help
13 out by -- we'll get the information sworn to, we'll get the
14 warrant before a JP, and then we'll get it on to the
15 system, Canadian Police System, and then that warrant is
16 active in their community as well.

17 **CHIEF COMMISSIONER MARION BULLER:** Okay. So
18 hypothetical question. If you can do that with a warrant,
19 you can do that with a peace bond application and a
20 section 8(10), can't you?

21 **DETECTIVE CONSTABLE ALANA MORRISON:** We
22 probably could, but I think -- as far as my knowledge goes
23 of the peace bonds is that the person has to present
24 themselves in front of the JP. That's far as my knowledge.
25 I -- we have never done one over the phone or like that.

1 **CHIEF COMMISSIONER MARION BULLER:** Would you
2 try and let me know how it turned out?

3 **DETECTIVE CONSTABLE ALANA MORRISON:** I
4 actually would look into that for sure, yeah, absolutely.

5 **CHIEF COMMISSIONER MARION BULLER:** Well,
6 thank you.

7 **DETECTIVE CONSTABLE ALANA MORRISON:** Thank
8 you.

9 **CHIEF COMMISSIONER MARION BULLER:** It's been
10 a real pleasure, a real honour for you to join us and to
11 share your knowledge and your truth with us. What you've
12 said today has been very helpful to our work and it's made
13 a real difference. So I thank you for that ---

14 **DETECTIVE CONSTABLE ALANA MORRISON:** Thank
15 you so much.

16 **CHIEF COMMISSIONER MARION BULLER:** --- on
17 behalf of all of us.

18 **DETECTIVE CONSTABLE ALANA MORRISON:** I just
19 want to say before we totally wrap up is that the honour is
20 all mine. I am absolutely humbled. Coming from my
21 childhood to be sitting here is so surreal, so I just
22 wanted to thank everybody as well too.

23 **CHIEF COMMISSIONER MARION BULLER:** Because
24 you've given us gifts of knowledge and experience, we have
25 a small gift for you that we hope you'll take. And it's an

1 eagle feather.

2 **DETECTIVE CONSTABLE ALANA MORRISON:**

3 Wonderful.

4 **CHIEF COMMISSIONER MARION BULLER:** We were
5 told -- pardon me. I can't tell this story without tearing
6 up because it incites fear in me.

7 We were told by the matriarchs in Haida
8 Gwaii to gift all of our witnesses with eagle feathers, and
9 you don't argue with a matriarch. So having said that, all
10 across Canada we've done this, and everywhere there's a
11 slightly different significance to eagle feathers, but I
12 think what I can say, probably breaking some rules, is that
13 eagle feathers will hold you up on those days when you need
14 to be held up.

15 **DETECTIVE CONSTABLE ALANA MORRISON:** I have
16 a lot of those.

17 **CHIEF COMMISSIONER MARION BULLER:** I can
18 imagine.

19 And on those days when you think you can fly
20 a little higher, you've got the eagle feather to take you
21 there.

22 **DETECTIVE CONSTABLE ALANA MORRISON:** That's
23 great.

24 **CHIEF COMMISSIONER MARION BULLER:** So thank
25 you so much for joining us.

1 **DETECTIVE CONSTABLE ALANA MORRISON:** Thank
2 you so much.

3 **(GIFTING OF THE EAGLE FEATHER)**

4 **CHIEF COMMISSIONER MARION BULLER:** And we'll
5 adjourn for the day and start tomorrow morning at 7:45.

6 **MR. VERN BELLEGARDE:** Ladies and gentlemen,
7 if you just give us a couple more minutes, and then you can
8 get the hell out of here.

9 It's been a long day, I know that, but if
10 you just bear with us, just a couple more things we've got
11 to do to officially close our day.

12 I'd like to call on Grandmother Louise. If
13 you would please extinguish the quliq.

14 **GRANDMOTHER LOUISE HALUII:** Okay. It's been
15 a long day, and that goes to everybody. I don't have much
16 to say, but let's enjoy our evening after this.

17 **MR. VERN BELLEGARDE:** Thank you very much,
18 Grandmother Louise.

19 At this point I'd like to call on Rita Blind
20 to say our closing prayer. Maybe just a special thank you
21 to Alana. Thank you for sharing a great story,
22 heartwarming story. And, yes, there is hope. We're just
23 to leave it in the hands of our Creator.

24 **MS. RITA BLIND:** (Speaking in native
25 language).

1 (CLOSING PRAYER)

2 MR. VERN BELLEGARDE: Thank you very much,
3 Elder.

4 Just a couple of announcements. We have --
5 we'll be starting in the morning at 7:45. There's a pipe
6 ceremony again in the Woskana Room at 7 o'clock in the
7 morning. I'm just hoping everybody wakes up early in the
8 morning and can join us for the pipe ceremony. Just
9 kidding! I know some guys need their sleep. Beauty sleep,
10 some people need it more than others.

11 (LAUGHTER)

12 MR. VERN BELLEGARDE: People wonder why I
13 get up so early. I just don't have time for my beauty
14 sleep.

15 So I wish everybody a great night and enjoy
16 Regina. I know a lot of people went down to Fort
17 Qu'Appelle last night to visit the Qu'Appelle Valley. I've
18 spent 30 years in that valley. Ten years, I was a teacher
19 in that valley; 12 years, I went to school in that valley,
20 and 10 years I was a Tribal Council rep in that valley as
21 well. So I've got a great feeling and a great love for
22 that valley, and the people that did go to see it, they
23 loved it. Get a chance; go down.

24 Thank you very much. Have a great evening.

25 --- Upon adjourning at 6:38 p.m.

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