



# Calgary Police Service Strategic Indigenous Road Map

Insp Leah Barber #3017, Community and Youth Services Section  
Cst. Cindy Provost #3222, Indigenous Strategic Engagement Officer  
Cst. Alan Chamberlain #4889, Aboriginal Liaison Officer

June 25, 2019

# Introduction to the Road Map

- The CPS has been working toward reconciliation for over 40 years.
- 18 months ago discussions began around an Indigenous Strategy.
- Brought together Cst Provost, Cst Chamberlain, Judy Fernandes (Business Strategist), Staff Hatchett and Sgt Joels to discuss options.

# National Decisions Impacting Indigenous Peoples

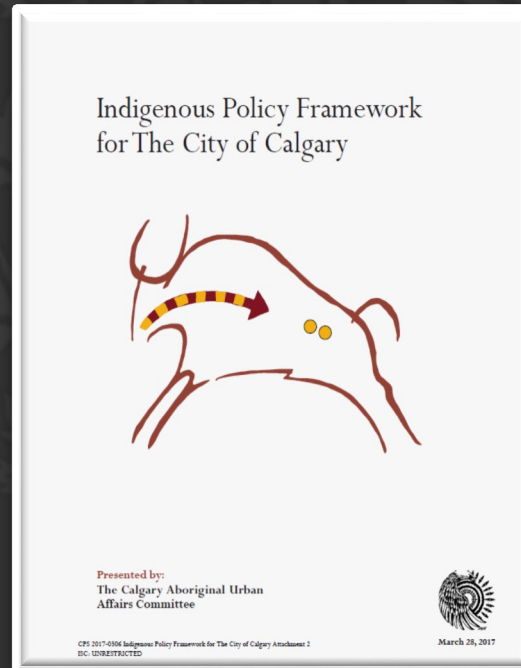
- **The 94 Calls to Action**

- Identified by the Truth & Reconciliation Commission of Canada.
- An appeal to mobilize all levels of government, organizations, as well as individuals to make concrete changes in society.
- List specific actions to redress the legacy of residential schools and advance the process of Canadian reconciliation.



# Our City Response

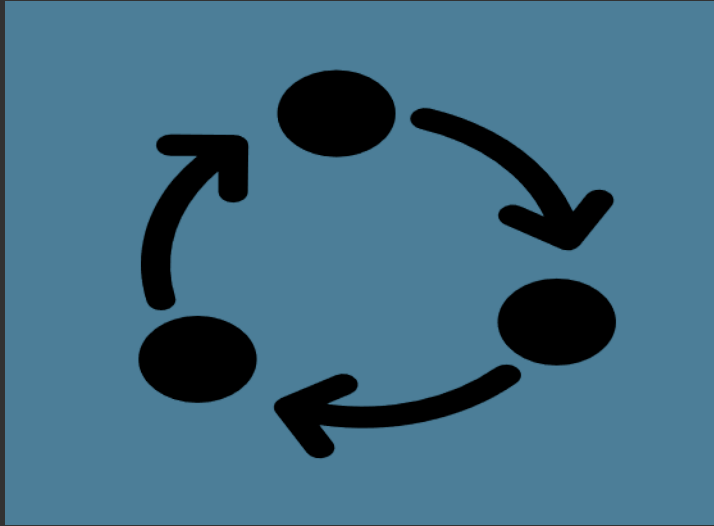
- The Truth and Reconciliation Commission of Canada and the City of **Calgary's White Goose Flying Report** have both identified ways the public service can better serve Indigenous people.
- The City has also created an **Indigenous Policy Framework** to guide municipal agencies in Calgary on this topic.



# Our Police Response

- Build on the City's work to create a CPS strategic road map to improve and strengthen our policing approach with Indigenous Calgarians and their families.
- This road map would be developed through regular meetings with Indigenous Elders, Traditional Knowledge Keepers and Working Groups, for input and guidance.
- The Indigenous Strategic Engagement Officer would guide this work moving forward.

# Where are we?



- Understanding our cultural capital and leveraging it to the unique needs of the Indigenous Peoples moving forward.
- Understanding the challenges across Indigenous peoples life trajectories to help navigate change.

POLICE SERVICE

# Where are we? (cont.)

- Cst Provost has become our Traditional Knowledge Keeper for CPS.
- Recognized that this cannot be a stagnant 'strategy' but rather a road map to build a legacy of hope.
- First reviewed Calls to Action from the TRC and identified 8 themes that relate to policing.

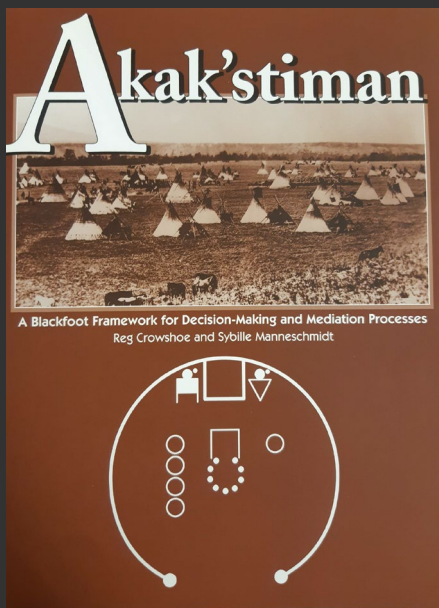
# Where are we? (cont.)

- Realized the CPS's work on Indigenous issues cannot reside solely on the Diversity Team and Cst Provost.
- Brought together 26 members of CPS – sworn and civilian – who volunteered to help with the strategic road map.
- Began to work collectively with the community to ensure we were in partnership, not prescriptive.

# Our Consultations

## First Talking Circles: November 26, 2018

- In Attendance: **8** Elders First Nation and Metis; **24** First Nation, **5** Metis Service Providers; **15** non-Indigenous Service Providers; **16** CPS sworn and civilian members for total of **68** participants



Engagement Process outline using AKAK'STIMAN: A Blackfoot Framework for Decision-Making and Mediation Processes, 2<sup>nd</sup> Edition, Dr. Reg Crowshoe and Sybille Manneschmidt

- 1<sup>st</sup> Round: identify GAPS in service Calls To Action & agree on top 2-3 themes
- 2<sup>nd</sup> Round: identify IDEAS & SOLUTIONS for the gaps in service & agree on themes

# Our Consultations

## Elders Listening Circle for CPS Executive: March 21, 2019

- **In Attendance:**

- 9 Elders:

- 3 Kainai Blackfoot Treaty 7;
    - 1 Siksika Blackfoot Treaty 7;
    - 2 Tsuut'ina Dene Treaty 7;
    - 1 Métis Region 3;
    - 1 Cree Treaty 6;
    - 1 Mohawk 6 Nations

- 16 CPS Senior Executives and CYSS members:

- 1 Acting Chief;
    - 2 Deputy Chiefs;
    - 1 A/Deputy Chief;
    - 3 Superintendents;
    - 4 A/Superintendents;
    - 1 Civilian Executive Office;
    - 4 CYSS, Inspector, Staff, Cst

- **Total: 25 learners and collaborators**

# Program Partners, Participants & Support – Then and Now

*...to name a few*

Alberta Health Services  
Alberta Human Rights  
Commission  
City of Calgary  
Tsuu T'ina Nation Police  
Service  
Calgary Board of Education  
Edmonton Police Service  
Calgary Fire Department  
Lethbridge Regional Police  
Service  
Calgary Stampede  
Metis Child an Family Services  
University of Calgary  
Blackfoot Crossing Historical  
Park  
*Elders*  
Chinook Centre Security

Native Counselling Services of Alberta  
Boys & Girls Clubs of Calgary  
Calgary Correctional Services  
Hull Child & Family Services  
Aboriginal Mental Health  
Canadian Red Cross  
Alberta Solicitor General –  
Victim Services  
Elbow River Healing Lodge  
Men's Action Network Society  
Suncor  
Shell  
Imperial Energy Inc.  
City of Calgary – EOC  
Metis Region 3  
Glenbow Museum  
APTEA

RCMP  
Pathway Community Services  
Urban Society for Aboriginal  
Youth  
4 Directions Foster Parent  
Association  
Calgary Foundation  
Awo Taan Healing Lodge  
Calgary Public Library  
St. Mary's University  
Traditional Knowledge  
Keepers  
Treaty Chief and Councils  
Murdered and Missing  
Aboriginal Women  
United Way of Calgary & Area  
Bridges Social Development  
Aspen Family Services

*...and the list goes on...*

# Road Map Moving Forward

- Continue to engage the community:
  - Work with sub groups to brainstorm ways to address the CTA.
  - Hold talking circle days with community partners to ensure CPS is engaged.
  - Continuously engage the Indigenous community in person, and via social media.

# Road Map Moving Forward (cont.)

- Work to acquire the gift of an Indigenous song from the Siksika Nation.
- Work to create a Sacred Space within West Winds West for Indigenous ceremony.
- Address Missing & Murdered Indigenous Women & Girls Inquiry Report
  - 11 Calls to Justice for Policing
  - Explore alignment and integration in the road map
  - Commitment to treating Indigenous women, girls and the GSD community with respect.



# Questions

