



Calgary Police Commission
June 29, 2021
Minutes
Zoom Webinar
Calgary Police Commission Boardroom

Commissioners Present

Bonita Croft, Chair
Shawn Cornett, Vice Chair
Amtul Siddiqui, Vice Chair
Heather Campbell
Marco De Iaco
Kim Lynch Proctor
Susan Mallon
Theresa Roessel
TJ Zhang
Councillor Carra
Councillor Chahal

Commission Regrets

Marilyn North Peigan

Guests - CPS

Chief Mark Neufeld
Deputy Chief Chad Tawfik, Bureau of Operations
Deputy Chief Katie McLellan, Bureau of Corporate Support
Deputy Chief Raj Gill, Bureau of Our People
Deputy Chief Paul Cook, Bureau of Investigative Support
Superintendent Joe Brar, Employee Services Division
Superintendent Asif Rashid, Integrated Partnership
Superintendent Scott Boyd, Ethics & Accountability Division
A/Superintendent Nadine Wagner, Criminal Investigative Unit
Blaine Hutchins, Executive Director Finance and Fleet
Rory Thompson, Executive Director, Learning and Recruitment
Andrea Urquhart, Executive Director, Human Resources
Michael Nunn, Manager, Public Affairs and Media Relations
Jamie Bud, Strategic Planning, Research and Analysis
Leslie MacRae, Manager, Business Strategy and Research
Alane Smith, Resource & Project Team
Jennifer Ronalds, Legal Counsel

Guests

Sergeant John Orr, President of Calgary Police Association

Commission Staff

Heather Spicer, Executive Director
Lori DeLuca, Communications & Policy Director
Deborah Petriuk, Public Complaint Director

Opening Remarks

The Chair opened the meeting with remarks acknowledging that we are on the traditional territory of the Nittsitapi made up of the Siksika, Piikani and Kainai First Nations, and the Iyarhe Nakoda First Nations, comprised of the Chiniki, Bearspaw and Wesley First Nations and the Tsuut'ina First Nation. These are the people who made the treaty with the Crown thus forming Treaty 7 territory. The City of Calgary is also homeland to the historic Northwest Métis and to Métis Nation of Alberta Region 3.

The Chair, speaking on behalf of all members of the Calgary Police Commission, condemned anti-Black racism, and racism and prejudice in all forms. The Chair declared that Commission members stand in solidarity with Black, Indigenous and People of Colour colleagues, families and citizens.

The Calgary Police Commission public meeting minutes include a summary of the public session discussion, and decision-points. The public meeting is recorded. A link to the recording is available on request for one year from the meeting date.

The Chair welcomed the commissioners, Calgary Police Service, public and media.

1. Confirmation & Declarations of Pecuniary/Conflict of Interest

1.1 Chair called for Declarations of Pecuniary/Conflict of Interest. None were noted.

2. Agenda

2.1 Agenda

3. Consent Agenda

The Chair, hearing no objection, declared the Consent Agenda **approved**, as presented

3.1 Draft Minutes – May 25, 2021 – unapproved

3.2 Finance & Audit Committee Summary Report

3.3 Governance Committee Summary Report

CARRIED

4. Chair's Report

The Chair opens the meeting by pausing for a moment to acknowledge the profound grief sweeping our nation following the discovery of hundreds of children buried at residential school sites. The Commission offers their unwavering support and will continue to look to Indigenous leaders as we find a way to honour the lives of these children.

In policing, reconciliation is at the forefront of our minds – but we can't get there without truth and justice first. That involves facing the role police have played in the atrocities of our past and the inequities that continue today and working vigilantly to heal the wounds left by our colonial history. June is also National Indigenous History Month.

We are blessed on this land with incredibly rich and diverse Indigenous knowledge, cultures and ways of being. Indigenous knowledge is vital for achieving resilience within our community. This month, we honour this and pledge to walk the path to reconciliation with honesty and humility.

The Chair acknowledged that this is the last meeting with Councillor Chahal, Councillor Carra and Commissioner North Peigan. As of September 20, 2021, they will enter full-on campaign mode ahead of the October election. The Chair thanked the members for the significant role they have played in our work and wishes them luck in the upcoming election.

5. **Chief's Report**

5.1 Pandemic Impacts – Update

14:08 – 18:15

Deputy Chief Chad Tawfik provided an update on the Pandemic Impacts to the service.

To date there have been 156 employees confirmed COVID positive and over 700 employee isolations. Currently, after two weeks of zero active cases, CPs had 1 active case and 6 employee isolations.

The remote work continues, and the Service has established a return to workplace steering committee.

They continue to support efforts across the province in an around the Chief Medical Officers Public Health orders. They continue to monitor and respond to events, protests, demonstrations and complaints lodged to Alberta Health Services in relation to any violations of the Public Health Act and the Municipal bylaws.

To date they have issued 109 mask bylaw offences and 149 public health act tickets.

To view the full report, you can visit the Calgary Police Commissions website at:

<https://www.calgarypolicecommission.ca/public-meetings/>

5.2 Anti-Racism Action Plan Update

36:03 – 53:02

Deputy Chief Katie McClellan provided an update on the Anti-Racism Action Plan.

To date in 2021 there have been a total of 81 hate themed incidents that have occurred in Calgary. This contrasts with 73 for the entire year in 2019 and 120 in 2020. Of the 81 files investigated in 2021, 13 files have resulted in charges that will move forward as a hate crimes, and the remaining files will continue to be reviewed by their hate crimes team. However, some do not meet the threshold at this time to be designated as hate crime events.

The hate crimes team is working with public affairs and diversity teams to arrange hate crime town halls to provide more education as to what a hate crime is, city-wide.

Anti-Racism training and education sub committee - membership of the committee consists of both their internal and external Anti-Racism Action Committee. Members of the diversity unit and the recruiting unit are also represented which will be beneficial for the community engagement aspects of that sub-committee.

ARAC recently reviewed the Alberta Anti-Racism Advisory Councils recommendations which was released in March of 2021. Twenty-five recommendations have been identified as being related to the training sub-committee. These have been prioritized and 13 recommendations have been selected for immediate action.

Deputy Chief Raj Gill provided an update on Equity Diversity and Inclusion.

CPS has 4 pilot areas that they are working on. Two are external facing and 2 are internal facing. Internally is the Skills and Procedures Unit at the Chief Crowfoot Learning Center and their recruitment and selection of positions in their support services. The 2 external facing ones are the Public Complaints Process and their Info Post Policy and Process.

Significant progress has been made in the pilot areas where CPS is creating an understanding of biases and how they can be embedded in their process or practice. There are already recommendations emerging from the pilot areas on how this work can be rolled out to the wider service and build the buy in they require to advance this and broader anti-racism efforts.

The final EDI report will be delivered to the Commission in fall this year.

To view the full report, you can visit the Calgary Police Commissions website at:

<https://www.calgarypolicecommission.ca/public-meetings/>

5.3 Crime Update

56:35 – 1:10

Deputy Chief Tawfik and Acting Superintendent Wagner provided a Crime Update.

On June 15, 2021 seven warrants were executed at 3 residences and on 4 vehicles resulting in the seizure of approximately \$516,000.00 worth of drugs. As well in excess of \$15,000.00 in cash, they also recovered 6 firearms as well as a taser and assorted ammunition. Three individuals were arrested and charged in relation to that one.

On June 10, 2021 a search warrant was executed on a resident and associated vehicles involved resulting in a seizure of a 22 caliber handgun, quantities of drugs including cocaine, methamphetamine, Pentenyl and OxyContin, approximately \$340,000.00 in cash and assorted stolen property related to 3 different break and enters.

The City has had 6 homicides this year. In comparison, last year Calgary had its 6th homicide by February 10. By June 30, 2020 Calgary was at 16 homicides. The last time Calgary was at mid-point of the year

with fewer than 7 homicides as in 2011.

Despite the low numbers in 2021, the homicide unit investigators and analysts are busy preparing for court and attending for past homicides.

As of the meeting date, there had been 4 confirmed shootings in June, which is well below the 14 shootings that occurred in June last year. In the first 6 months of 2021 there were 36 shootings which is a 37% decrease in the number of shootings in the first 6 months of 2020.

To view the full report, you can visit the Calgary Police Commissions website at:

<https://www.calgarypolicecommission.ca/public-meetings/>

5.4 PSS Annual Report

1:11 – 1:23

Superintendent Scott Boyd and Jamie Budd present on the PSS Annual Report.

To view the full report, you can visit the Calgary Police Commissions website at:

<https://www.calgarypolicecommission.ca/public-meetings/>

6. Executive Director's Report

6.1 Report

Executive Director presented the report and asked if there are any questions or comments. None were noted.

7. Representative Updates

- **Canadian Association of Police Governance (CAPG)**
- **Alberta Association of Police Governance (AAPG)**
- **Calgary Police Youth Foundation (CPYF)**
- **Alberta Law Enforcement Response Teams Civilian Advisory Committee (ALERT CAC)**

7.1 Written Report

Chair Croft presented the report and asked if there are any questions or comments.

8. Public and Media Participation

3 members from the public addressed the Commission during the open participation session.

9. Adjournment of Public Session

Media and public left the meeting at **5:03 p.m.**

Meeting resumed at **5:34 p.m.**

Move in Camera

The Chair declared the meeting move in camera, at **5:35 p.m.**, pursuant to the permissions granted by Section 18 of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

CARRIED

Return to Public Session

The Chair declared the meeting back to public session at **8:51 p.m.**

IN CAMERA WITH CPS

10. Agenda

10.1 Agenda

11. Consent Agenda

The Chair, hearing no objection, declared the Consent Agenda **approved**, as presented

11.1 Complaint Oversight Committee Summary Report

11.2 TLE Question & Answers

11.3 Reason for Extension by Internal and External Factors

11.4 Finance & Audit Committee Summary Report

11.5 Governance Committee Summary Report

11.6 Anti-Racism Committee Summary Report

11.7 Members Relieved from Duty Month End Report

11.8 Internal and Criminal Proceedings

11.9 Annual Policing Plan Q1 Update

11.10 Calgary Police Commission Q&A

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

CARRIED

12. CPS Presentations

MOVED and **SECONDED** that the Commission **approve** the 2021 CPS Growth Request to address commitments to HR Modernization, Corporate Risk, Policing and Community and Public Safety.

12.1 CPS Growth Request

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

AGAINST (11): Bonita Croft, Shawn Cornett, Amtul Siddiqui, Heather Campbell, Marco De Iaco, Kim Lynch Proctor, Susan Mallon, Theresa Roessel, TJ Zhang, Councillor Carra, Councillor Chahal

FAILED

13. Chair's Report

The closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

14. Executive Director's Report

14.1 Report

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

15. Complaint Oversight Committee

15.1 Public Complaint Director's Report

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

16. Time Limit Extensions

16.1 Time Limit Extensions

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

17. Finance & Audit Committee

17.1 Chair's Report

17.2 Budget Formats

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

18. Governance Committee

18.1 Chair's Report

18.2 Risk Management Report

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

19. Anti-Racism Committee

19.1 Chair's Report

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

All CPS members except Chief Neufeld and A/Superintendent Wagner leave the meeting at **7:19 p.m.**

20. In Camera with the Chief

The closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

A/Superintendent Wagner leaves the meeting at **7:38 p.m.**

Chief Neufeld leaves the meeting at **7:49 p.m.**

IN CAMERA WITHOUT CPS

21. Agenda

21.1 Agenda

22. Consent Agenda

The Chair, hearing no objection, declared the Consent Agenda **approved**, as presented/revise

22.1 Complaint Oversight Committee Summary Report

22.2 Finance & Audit Committee Summary Report

22.3 Governance & Personnel Committee Summary Report

22.4 Anti-Racism Committee Summary Report

22.5 Agenda Item Tracker

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

CARRIED

23. Chair's Report

23.1 Equity Diversity and Inclusion: Best Practices Review

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

24. Council Members' Report

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

25. Executive Director's Report

25.1 Report

25.1.1 Personnel Working Group

MOVED and **SECONDED** to **accept** the recommendation of the Executive Director to strike a Personnel Working Group and appoint the following members:

- Bonita Croft - Chair
- Shawn Cornett - Governance chair/vice chair
- Sue Mallon - Volunteer
- TJ Zhang - Volunteer

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

CARRIED

26. Communication and Policy Director's Report

26.1 Employee Survey Update

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

27. Legal Counsel Report

27.1 Report

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

28. Complaint Oversight Committee

28.1 Chair's Report

28.2 Public Complaint Director's Report without CPS

28.2.1 Appeal Panel

MOVED and **SECONDED** to **accept** the recommendation of the Complaint Oversight Committee to strike an appeal panel of the following members:

-
- Susan Mallon
 - Kim Lynch Proctor
 - Amtul Siddiqui

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

CARRIED

MOVED and **SECONDED** to **approve** the Time Limit Extension requests as presented on the in camera report, and that each TLE will be signed by the chair by hereby directing the Commission Clerk to insert the chair's electronic signature as required throughout

28.3 Time Limit Extensions

- pursuant to section 7(4) of the *Police Service Regulation 356/1990*
- and upon it appearing the time limit extension requests are reasonable in the circumstances
- and that the reports remain in camera pursuant to the permissions granted by Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

CARRIED

29. Governance Committee

29.1 Chair's Report

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

30. Finance and Audit Committee

30.1 Chair's Report

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

30. Anti Racism Committee

30.1 Chair's Report

The attachments and closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

All CPC staff except the Executive Director leave the meeting at **9:11 p.m.**

31. In Camera with the Executive Director

Executive Director leaves the meeting at **9:21 p.m.**

32. In Camera without Staff

The closed meeting discussions remain confidential pursuant to Section 18(1) of the *Freedom of Information & Protection of Privacy Regulation 186/2008*.

33. Adjournment & Next Meeting – September 28, 2021

Meeting adjourns **9:36 p.m.**