
Commission Staff

Heather Spicer, Executive Director
Deborah Petriuk, Public Complaint Director
Corwin Odland, Communications and Policy Director
Amber Schinnour, Commission Clerk
Nadine Suffron, Administrative Coordinator

Meeting called to order at **3:06 p.m.**

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.

MOVED and **SECONDED** to **excuse** Councillor Carra from the meeting.

CARRIED

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 – March 2022 – unapproved

3.2 Draft Minutes – Special Meeting – March 18, 2022 - unapproved

3.2 Finance & Audit Committee Summary Report

3.3 Governance Committee Summary Report

CARRIED

4. Chair's Report

The Chair opens the meeting discussing how busy this month has been for both the Commission and the Service and there are a lot of things for the Chair to report. The issue that is likely top of mind for most is the decision made by the Commission to direct that the thin blue line be replaced with something that better reflects the values of all Calgarians.

The Chair starts by saying this decision was not an expression of non-confidence in the members of the Calgary Police Service. The Commission and the community value those who serve and strongly support the desire to visually honour fallen officers and recognize the sacrifices made by those who serve and their families. Calgarians and the Commission are grateful for the outstanding work the sworn and civilian members of the Service do every day to keep us safe. As the Chair said to the media yesterday afternoon, this conversation in Calgary has never been a question of whether police officers are wearing the symbol with good intentions or to express positive things. It was a decision the Commission unanimously made because the symbol's meaning is mixed and is seen differently by a significant number of people in our city.

This conversation has also not been happening in isolation. Thin blue line patches have already been ordered off the uniforms of officers in Edmonton, Victoria, Ottawa, Toronto, Saint John and the RCMP. Other cities, like Saskatoon, are in the process of considering what to do on this issue. Our conversations as a Commission have also not been rushed. Neither the leadership of the Service nor the police associations were surprised by the Commission's decision. We made it clear last fall after considering the information submitted by the Service that we were not supportive of the thin blue line being permitted on police uniforms.

While the Commission's direction on the thin blue line patch has not changed, we understand that implementing it will take some time. Effective anti-racism work and culture change requires dialogue and building buy-in. There is a lot of understandable emotion on both sides of the thin blue line patch discussion and we support the Chief taking a couple of weeks to work through the decision with members. The Chair also mentions that it is not lost on the Commission that a lawful direction is being ignored by officers. The Calgary Police Commission is an extension of Calgary's elected government, empowered by the province's elected government, to provide governance and oversight of the police on behalf of Calgarians. It is concerning that Calgary's police officers consider it acceptable to ignore a lawful direction they personally disagree with. But it is even more concerning that senior officers in the organization are encouraging and participating in this behaviour. While we understand that there are strong feelings around this decision and we want – as much as possible – to avoid compliance through enforcement, citizen oversight of the police is foundational to modern democracies. There will have to be accountability for undermining the lawful chain of command if this continues.

We also understand clearly from members that the tension around the thin blue line patch decision is about so much more than just the patch. We have heard that you feel unsupported, unvalued and attacked. We have also heard that there is a need for better communication and engagement

between you and the Commission.

We commit to you that we will immediately start working on rebuilding the trust between you and our Commission as Calgarians are relying on us to work together to ensure our community is safe.

Finally, this issue is important, but it is far from the only important policing issue in our city. Our Commission is committed to seeing this decision through, but we are also focused on dealing with severe staffing shortages on the front line, ensuring safety in Calgary's transforming downtown and moving forward with the many needed reforms and improvements underway at the Calgary Police Service.

Since our last regular meeting, the Service has brought people to justice for armed carjacking's of delivery trucks, attempted murder during a road rage incident, and a string of robberies and sexual assaults. Investigators have also been working hard to bring charges in a random attack in a park and a hate crime at a church. In response to concerns from the community, the Service adjusted their response to weekly protests in the Beltline to better manage and unprecedented situation that presented countless legal and logistical challenges. Policing protests is challenging enough in normal times, but the job is even harder in this time of high emotion and division. Thank you to everyone who has been involved in giving Beltline residents their weekends back.

Shockingly, our city has also seen six homicides and suspicious deaths in March and April, including random attacks. These cases are heartbreaking, worrying and make us angry. While it does not bring anyone's loved ones back, we take some comfort in knowing that the Service dedicates countless hours and resources to finding those responsible and bringing them to justice.

These are just a few of the tens of thousands of calls that officers responded to this month with courage and compassion to help keep our community safe. While we are working through some deep divides right now, we must not lose sight of the outstanding work done by those who faithfully serve our city.

The Service has also continued their work on reconciliation. The Chair was honoured to attend an Eagle Feather transfer ceremony where local Elders transferred a feather to the Service that can be used to swear oaths. Integrating Indigenous practices into the Service under the guidance and supervision of Elders is one of many ways we are seeing reconciliation.

The Service also launched a training course for all members to learn about the ways and worldview of local Indigenous Peoples. The course also covers our shared history of Treaty 7, residential schools, the Sixties Scoop and intergenerational trauma. We are proud of the Service for all the work being done to build understanding between officers and the communities they serve!

On behalf of the Commission and all Calgarians, thank you to everyone who has worked so hard on these cases and initiatives. Our Commission is committed to continue working with you to ensure we are tackling the big public safety issues facing Calgary together so that we can all enjoy a safe and inclusive city.

With that, the Chair concludes her report.

5. **Chief's Report**

The Chief started the meeting by introducing their first presentation and case study on Operation Gold Dust.

5.1 **Cybercrimes Presentation & Case Study – Operation Gold Dust**

00:30:10 – 00:59:22

Superintendent Ayliffe introduces Sergeant Danny Leong to present Operation Gold Dust.

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

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

5.2 **Pandemic Impacts – Update**

01:00:25 – 01:08:19

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

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

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

5.3 **Anti-Racism Action Plan Update**

01:08:42 – 01:12:15

A/Deputy Chief Bruce Walker provided an update on the Anti-Racism Action Plan.

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

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

5.4 **Crime Update**

01:12:25 – 01:20:40

Deputy Chief Tawfik provided a Crime Update.

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

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

5.5 **De-Escalation and Use of Force Policy Presentation**

01:58:12 – 02:11:42

Deputy Chief Gill introduced Rory Thompson and Inspector Nadine Wagner to present the De-Escalation and Use of Force Policy Presentation

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.

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

8. Public and Media Participation

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

9. Adjournment of Public Session

Media and public left the meeting at 5:53 p.m.

Meeting resumed at 6:35 p.m.

Move in Camera

The Chair declared the meeting move in camera, at 6:36 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 10:32 p.m.

IN CAMERA WITH CPS

10. Agenda

10.1 Agenda

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

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

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. CPC Presentations

12.1 Cybercrimes Presentation & Case Study – Operation Gold Dust

12.2 2023 – 2026 Service Plan & Budget Proposal

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

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. Legal Counsel Report – with CPS

15.1 Report

15.1.1 Compliments

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. Complaint Oversight Committee

16.1 Chair's Report

16.2 Public Complaint Director's Report

16.3 s.43.7 Application

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. Time Limit Extensions

17.1 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*.

18. Finance & Audit Committee

18.1 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*.

MOVED and **SECONDED** to **accept** the recommendation from the Finance and Audit Committee to accept the request from CPS to fund a new capital budget for the 2022 year, from the CPS Capital Reserve fund

18.2 Capital Budget Recast / Revision Adjustments

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

19. Governance & Personnel Committee

19.1 Chair's Report

19.2 Probation Extensions

19.2.1 Cover Letter

19.2.2 Probation Extension File 2022-0310-01

19.2.3 Probation Extension File 2022-0310-02

19.2.4 Probation Extension File 2022-0310-03

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

20. Anti-Racism Committee

20.1 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 left the meeting at **7:35 p.m.**

21. 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*.

Chief Neufeld left the meeting at **9:43 p.m.**

IN CAMERA WITHOUT CPS

22. Agenda

22.1 Agenda

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

23. Consent Agenda

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

23.1 Complaint Oversight Committee Summary Report

23.2 Finance & Audit Committee Summary Report

23.3 Governance & Personnel Committee Summary Report

23.4 Anti-Racism Committee Summary Report

23.5 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

24. Chair's Report

24.1 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*.

25. Council Members' Report

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

26. Executive Director's Report

26.1 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*.

27. Communication and Policy Director's Report

27.1 Report

27.2 CPC Citizen Survey Questionnaire for Approval 2022

27.3 Response from Minister on ASIRT Resourcing

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

MOVED and **SECONDED** to accept the recommendation from the Communication and Policy Director to **approve** the AAPG Draft Resolution

27.4 AAPG Resolution Approval

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

28. Legal Counsel Report

28.1 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*.

MOVED and **SECONDED** to **accept** the **recommendation** of the Complaint Oversight Committee to grant the s.43.7 application

28.1.1 Decision named is s.3 of the Legal Counsel 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*.

CARRIED

29. Complaint Oversight Committee

29.1 Chair's Report

29.2 Public Complaint Director's Report without CPS

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

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

29.3 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

30. Governance 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*.

30.2 Probation Extensions

Probation Extension File 2022-0301-01

MOVED and **SECONDED** that the Commission **grant** the extension of the probationary period of employment for the employee named in the letter (file #2022-0310-01) for the period requested

- pursuant to s.4(7) of the *Police Service Regulation 356/1990*
- and for the reasons outlined in the letter from the Calgary Police Service dated February 9, 2022

CARRIED

Probation Extension File 2022-0302-02

MOVED and **SECONDED** that the Commission **grant** the extension of the probationary period of employment for the employee named in the letter (file #2022-0310-02) for the period requested

- pursuant to s.4(7) of the *Police Service Regulation 356/1990*
- and for the reasons outlined in the letter from the Calgary Police Service dated February 9, 2022

CARRIED

Probation Extension File 2022-0301-03

MOVED and **SECONDED** that the Commission **grant** the extension of the probationary period of employment for the employee named in the letter (file #2022-0310-03) for the period requested

- pursuant to s.4(7) of the *Police Service Regulation 356/1990*
- and for the reasons outlined in the letter from the Calgary Police Service dated February 9, 2022

CARRIED

31. Finance and Audit Committee

31.1 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*.

32. Anti-Racism Committee

32.1 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 left the meeting at **10:37 p.m.**

33. In Camera with the Executive Director

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

Executive Director left the meeting at **10:40 p.m.**

34. 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*.

35. Adjournment & Next Meeting – May 25, 2022

Meeting adjourns **10:59 p.m.**