

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 Commissioner Lynch Proctor from the meeting.

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 – November 2021 – unapproved

3.2 Draft Minutes – November 2021 – Organizational Meeting – unapproved

3.2 Finance & Audit Committee Summary Report

3.3 Governance Committee Summary Report

CARRIED

4. Chair's Report

The Chair opened the meeting by welcoming two new citizen appointees, Pam Karnik and Jeffrey French. The Commission is excited to have them and to provide the unique insights and perspectives that they will bring, both from their experience in business and their extensive volunteer work.

December was a busy time for the Commission as everyone worked hard to get the new Commissioners up to speed and prepare for the coming year. In addition to the Commissions regular business, The Chair was honoured to be able to provide a year-end greeting and thank you to



members of the Calgary Police Service on behalf of the Commission.

Several Commissioners and the Chair also had the opportunity to join in the celebration of the Chief's Awards Gala, and graduation of the latest class of new officers. The Commission offers Congratulations to both the Chief's Award recipients and the recent grads. The professionalism and policing excellence highlighted at these events is a source of pride for our city.

On a sad note, most Commissioners joined with the Service at the end of December to mark the one-year anniversary of the loss of Sergeant Andrew Harnett. Our hearts were, and remain, heavy for his family, friends and colleagues. We will never forget his sacrifice.

The Commission would also like to recognize some of the noteworthy achievements of the Service since the last meeting.

- Fourteen members of the Service's Tactical Team were among 150 officers recognized internationally for their high fitness level following the National Tactical Officers Association Personal Fitness Qualification Challenge.
- At the Alberta Association of Chiefs of Police, two other officers received awards recognising them for excellence in community policing and outstanding service.
- We were also pleased to see yesterday that the Service was once again selected as one of Alberta's Top 75 Employers and that the Service, City of Calgary and Distress Centre will soon begin diverting appropriate 9-1-1 calls from people in crisis to 211. While we know there is still a lot of work to do around workplace concerns and alternative call response, these two successes show that the Service is making good progress in these areas.
- On the investigative side, we saw significant charges in interprovincial, online and in-person drug trafficking networks. Pharmacy robberies and random stabbings occurred and suspects were quickly identified and charged. And a home invasion that erroneously targeted innocent Calgarians was quickly and expertly handled.
- Additionally, the family of Jasmine Lovett and Aliyah Sanderson, and the Crown Prosecutor in their homicide case, praised the Service this week for outstanding investigative work that led to the conviction of their murderer.

The Commission and Calgarians are grateful for the hard work and professionalism of the officers in each of these cases. Our community is safer because of you. Your dedication as this pandemic continues and you strive to maintain your work commitments, while taking care of your families, supporting friends and taking care of your own health. As critical front-line workers, your work is hugely valuable and we extend our thanks.

The Chair takes a moment to acknowledge two important dates.

January 26 is Bell Let's Talk Day, a time when we reflect on mental health and encourage anyone needing help to reach out. We know that the pandemic, economic challenges and other stressors have put a great strain not only on members of the police service, but also on Calgarians as a whole. The Commission wants to acknowledge this day and add our voice to say that mental health

challenges are nothing to be ashamed of and that reaching out for help is always the right choice.

The Commission also wants to acknowledge as we head into next month that February is Black History month and the theme in Canada this year is February and Forever: Celebrating Black History today and every day. The theme is an important reminder that honouring the diversity of our city involves much more than just marking special days or saying the right things.

As a Commission, we committed with the Service and City Council to be anti-racist in our approach to policing in Calgary and to actively work to correct the inequity and systemic racism that has marginalized so many people in our community. We want to encourage everyone to take time next month to learn about the incredible history of Black Canadians, but we also want to encourage everyone to reflect on the discrimination and racism that has sadly been part of our history as a reminder of why the work we have undertaken to end racism is so important. We have made progress these last few years, but there is still much to do. The Commission is fully committed to seeing this work through.

The Chair invited the Chief to introduce and speak to CPS reports.

5. **Chief's Report**

The Chief started by acknowledging the work of Chair Croft during her tenure at the Calgary Police Commission. The Service appreciated her commitment and leadership while serving on the Calgary Police Commission. The Chief congratulated Chair Cornett on her election as Chair of the Calgary Police Commission and welcomed Councillor Walcott.

The Chief requested to speak to agenda items 5.2 – 5.4 first and to return back to agenda item 5.1 at the end of the reports to allow more time to discuss the report.

5.1 **Victim Centered Approach to Sexual Assault Investigations**

14:02 – 28:00

Deputy Chief Cook introduces the Victim Centered Approach to Sexual Assault Investigations. Staff Sergeant Michelle Doyle provided the presentation.

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**

42:28 – 48:55

Deputy Chief Tawfik and 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

49:06 – 58:25

Deputy Chief Katie McClellan 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

58:45 – 01:18

Deputy Chief Cook and 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/>

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

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 5:02 p.m.
Meeting resumed at 5:40 p.m.

Move in Camera

The Chair declared the meeting move in camera, at 5:41 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 9:06 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

13.1 District 1 Encampments

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. Complaint Oversight Committee

15.1 Chair's Report

15.2 Public Complaint Director's Report

15.2.1 Item 2 of the PCD Report - 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*.

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

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 & Audit Committee to **approve** the One Calgary 2021 – Year End Report

17.2 One Calgary 2021 – Year End 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

18. Governance & Personnel 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*.

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 left the meeting at **7:22 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*.

Chief Neufeld left the meeting at **8:04 p.m.**

IN CAMERA WITHOUT CPS

21. Agenda

21.1 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*.

22. Consent Agenda

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

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*.

MOVED and **SECONDED** to **accept** the **recommendation** of the Anti-Racism Committee to approve option 3 as set out in the materials posted to Dilitrust with amendments

23.2 Thin Blue Line - Discussion

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. 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*.

25. Executive Director's Report

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

26. Communication and Policy 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*.

MOVED and **SECONDED** to **accept** the **recommendation** from the Communication and Policy Director to amend Commission Policies recommended in Option 3

26.1.1 Public Presentation Recommendation

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 (1)

Kim Lynch Proctor

CARRIED

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*.

MOVED and **SECONDED** to **accept** the recommendation of the appeal panel to dismiss the appeal referenced in 1(b) of the Legal Counsel Report and to approve the draft disposition attached

27.1.1 Materials Referenced in 1(b) 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

MOVED and **SECONDED** to **accept** the recommendation from Legal Counsel to dispose of the complaint as recommended in 2(a) of the Legal Counsel Report

27.1.2 Materials Referenced in 2(a) 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

MOVED and **SECONDED** to **approve** the draft disposition referenced in 2(b) of the Legal Counsel Report

27.1.3 Materials Referenced in 2(b) 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

MOVED and **SECONDED** to **accept** the recommendation from the Complaint Oversight Committee to grant the dismissal of the s.43.7 Application referenced in 3(a) of the Legal Counsel Report

27.1.4 Draft Disposition for 3(a) 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

28. Complaint Oversight Committee

28.1 Chair's Report

28.2 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

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*.

MOVED and **SECONDED** to **accept** the **recommendations** from all committee to approve the Committee Terms of Reference and Reporting Schedules, with amendments

29.2 Committee Terms of Reference and Reporting Schedules – Draft

29.2.1 Governance & Personnel Committee Terms of Reference

29.2.2 Governance & Personnel Committee Reporting Schedule

29.2.3 Finance & Audit Committee Terms of Reference

29.2.4 Finance & Audit Committee Reporting Schedule

29.2.5 Complaint Oversight Committee Terms of Reference with amendments

29.2.6 Complaint Oversight Committee Reporting Schedule

29.2.7 Anti-Racism Committee Terms of Reference

29.2.8 Anti-Racism Committee Reporting Schedule

29.2.9 Personnel Working Group Terms of Reference

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

29.3 Reconstitution of Personnel Working Group

MOVED and **SECONDED** to **accept** the **recommendation** of the Executive Director to reconstitute the Personnel Working Group with the following members:

- **Shawn Cornett, Chair**
- **Susan Mallon**
- **TJ Zhang**
- **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

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*.

31. Anti Racism 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*.

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

32. 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 **9:15 p.m.**

33. 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*.

34. Adjournment & Next Meeting – February 23, 2022

Meeting adjourns **9:20 p.m.**