



# PUBLIC AGENDA

## SASKATOON BOARD OF POLICE COMMISSIONERS

Thursday, January 23, 2025, 1:00 p.m.  
Committee Room E, Ground Floor, City Hall

### COMMISSIONERS:

Commissioner Mayor C. Block, A/Chair  
Commissioner S. Greyeyes  
Commissioner K. Grier  
Commissioner Z. Jeffries  
Commissioner J. Lagimodiere  
Commissioner J. Santos Ong  
Commissioner S. Timon

Submissions providing comments and/or requesting to speak will be accepted for public meetings using the [online form](#) on the Saskatoon Board of Police Commissioners website. If your submission includes a request to speak, you will be contacted by a representative from the City Clerk's Office with further information.

Pages

### 1. MINUTES/DELEGATIONS/PRESENTATIONS

#### 1.1 Call to Order

The A/Chair will call the meeting to order on Treaty 6 Territory and the Traditional Homeland of the Métis People and confirm roll call.

#### 1.2 Appointment of Chair and Vice-Chair

City Council, at its Regular Business Meetings held on November 27, 2024 and December 18, 2024 made the following appointments:

##### Appointed to the end of 2025

- Councillors Jeffries and Timon

##### Reappointed to the end of 2026

- Shirley Greyeyes

The Board is requested to appoint a Chair and Vice-Chair for 2025. Commissioner Greyeyes was appointed Chair and Commissioner Lagimodiere was appointed Vice-Chair for 2024.

**Recommendation**

That the Board of Police Commissioners appoint a Chair and Vice-Chair for 2025.

**1.3 Confirmation of Agenda**

**Recommendation**

That the agenda be confirmed as presented.

**1.4 Declaration of Conflict of Interest**

**1.5 Adoption of Minutes**

1 - 9

**Recommendation**

That the minutes of the public Board of Police Commissioners meeting held on December 19, 2024, be adopted.

**1.6 Delegations**

**1.6.1 Dion Waniandy - General Policing Concerns**

10 - 11

A request to speak from Dion Waniandy, dated January 3, 2025 is provided.

**Recommendation**

That the information be received.

**1.7 Chair's Report**

**1.8 Chief's Report**

**1.9 Environmental Scan**

**2. CORRESPONDENCE/CITY COUNCIL REFERRALS**

**3. ROUTINE/STATISTICAL REPORTS**

**3.1 Appreciation to the Saskatoon Police Service**

12 - 17

A report of the Chief of Police is provided.

**Recommendation**

That the information be received.

**3.2 Saskatoon Police Service 2025 Business Plan**

18 - 32

A report of the Chief of Police is provided.

**Recommendation**

That the information be received.

**3.3 Update on Office of the Treaty Commissioner Truth, Reconciliation and Treaty Implementation Project**

33 - 36

A report of the Chief of Police is provided.

**Recommendation**

That the information be received.

**4. RESPONSES TO BOARD REFERRALS**

**5. OTHER**

**5.1 2025/2026 Canadian Association of Police Governance (CAPG) Membership Renewal**

37 - 37

An invoice from the Canadian Association of Police Governance, dated January 9, 2025, is provided.

**Recommendation**

That the Canadian Association of Police Governance (CAPG) membership be renewed at the cost of \$5,545.00.

**6. BOARD INQUIRIES/NOTICE OF MOTIONS**

**7. IN CAMERA SESSION**

**Recommendation**

That the Board move *In Camera* to consider matters exempt to the public under its Governance Policy No. 12.4, Section 10(2) of *The Saskatoon Board of Police Commissioners Bylaw No. 7531*, Section 27(15) of *The Police Act, 1990*, and Section 16(1)(b) and (d), 21 and 28 of *The Local Authority Freedom of Information and Protection of Privacy Act*.

**8. RISE AND REPORT**

**9. ADJOURNMENT**



## **PUBLIC MINUTES**

### **BOARD OF POLICE COMMISSIONERS**

**Thursday, December 19, 2024, 1:00 p.m.  
Committee Room E, Ground Floor, City Hall**

**PRESENT:** Commissioner S. Greyeyes, Chair  
Commissioner J. Lagimodiere, Vice-Chair  
Commissioner Mayor C. Block  
Commissioner K. Grier  
Commissioner Z. Jeffries  
Commissioner J. Santos Ong  
Commissioner S. Timon

**ALSO PRESENT:** Deputy Chief C. McBride  
Deputy Chief D. Pringle  
SPS Solicitor A. Smith  
BPC Solicitor S. Edmondson  
BPC Communication Consultant L. Nyirfa  
City Clerk A. Tittlemore  
Secretary P. Walter

#### **1. MINUTES/DELEGATIONS/PRESENTATIONS**

##### **1.1 Call to Order**

The Chair called the meeting to order on Treaty 6 Territory and the Traditional Homeland of the Métis People and confirmed roll call.

She welcomed the new members to the Board.

##### **1.2 Confirmation of Agenda**

**Moved By:** Commissioner Lagimodiere

That the agenda be confirmed as presented.

In Favour: (6): Commissioner Greyeyes, Commissioner Lagimodiere, Commissioner Mayor Block, Commissioner Grier, Commissioner Santos Ong, and Commissioner Timon

Absent: (1): Commissioner Jeffries

**CARRIED UNANIMOUSLY**

**1.3 Declaration of Conflict of Interest**

There are no declarations of conflict of interest.

**1.4 Adoption of Minutes**

**Moved By:** Commissioner Santos Ong

That the minutes of the following public Board of Police Commissioners meetings, be adopted:

- Regular - September 19, 2024
- Special - December 6, 2024

In Favour: (6): Commissioner Greyeyes, Commissioner Lagimodiere, Commissioner Mayor Block, Commissioner Grier, Commissioner Santos Ong, and Commissioner Timon

Absent: (1): Commissioner Jeffries

**CARRIED UNANIMOUSLY**

**1.5 Delegations**

**1.6 Chair's Report**

Chair Greyeyes spoke to the following:

- Attended board member orientation for new members;
- Attended farewell celebration on November 29, 2024 for Dorthea Swiftwolfe;
- Attended City of Saskatoon budget deliberations on December 2, 2024 with Vice-Chair Lagimodiere to present the SPS budget; and
- Attended the Muskeg Lake Cree Nation urban reserve designation and signing ceremony on October 16, 2024.

**Moved By:** Commissioner Santos Ong

That the information be received.

In Favour: (6): Commissioner Greyeyes, Commissioner Lagimodiere, Commissioner Mayor Block, Commissioner Grier, Commissioner Santos Ong, and Commissioner Timon

Absent: (1): Commissioner Jeffries

**CARRIED UNANIMOUSLY**

## **1.7 Chief's Report**

Commissioner Jeffries entered the meeting at 1:08 p.m.

Chief McBride spoke to the following:

- Attended the International Association of Chiefs of Police 2024 Annual Conference, October 19 to 22, 2024.
- Attended the Remembrance Day Service at SaskTel Centre on November 11, 2024.
- Attended the opening of the Saskatchewan Legislature on November 25, 2024 for reading of the thrown speech and stood as part of the Honour Guard.
- Attended the City of Saskatoon Long Service Awards. There were 27 SPS members recognized at the ceremony.
- Attended Legal Aids 50<sup>th</sup> Anniversary Celebration on December 5, 2024 with Deputy Chief Pringle.
- Deputy Chief Pringle, Superintendent Gresty and Inspector Lavalee served at the White Buffalo Youth Lodge for their annual holiday dinner on December 12, 2024.
- Attended Police College graduation on December 13, 2024. There are a total of 11 recruits returning to Saskatoon. During the ceremony it was acknowledge that there were eight unique ethnic groups and 12 languages represented.
- Superintendent Pellerin and Inspector Coates attended CUMFI Christmas Lunch on December 13, 2024. Every year the Equity and Culture Engagement Unit collects a list of children who are currently in foster care through CUMFI and purchases gifts for the

children. There were 31 children this year. The U15 Saskatoon Bandits hockey team helped wrap gifts.

- SPS participated in the St. Paul's Hospital Foundation Christmas Angel Project. SPS members have the opportunity to pick a paper angel and fulfil that Christmas wish for a child.
- SPS Round Dance has been scheduled for January 31, 2025.

Chief McBride responded to questions of the Board.

**Moved By:** Commissioner Mayor Block

That the information be received.

In Favour: (7): Commissioner Greyeyes, Commissioner Lagimodiere, Commissioner Mayor Block, Commissioner Grier, Commissioner Jeffries, Commissioner Santos Ong, and Commissioner Timon

**CARRIED UNANIMOUSLY**

## **1.8 Environmental Scan**

## **2. CORRESPONDENCE/CITY COUNCIL REFERRALS**

### **2.1 City Council - Provincial Approach to Homelessness - Timeframe for Emergency Residential Shelter - 210 Pacific Avenue [GPC2023-1002, CC2024-0202]**

City Council, at its Regular Business meeting held on [September 25, 2024](#), considered the above-noted matter and resolved, in part, that City Council request the Saskatoon Police Service and Fire to provide the same services to the Emergency Wellness Centre on Fairmont as it is planning to provide to the temporary shelter, including extended security hours.

The following documents were provided:

- Email from the City Clerk's Office, dated October 2, 2024; and
- Report of the Community Services Division, dated September 25, 2024.

City Clerk Tittlemore spoke to the matter.

**Moved By:** Commissioner Santos Ong  
That the information be received.

In Favour: (7): Commissioner Greyeyes, Commissioner Lagimodiere,  
Commissioner Mayor Block, Commissioner Grier, Commissioner Jeffries,  
Commissioner Santos Ong, and Commissioner Timon

**CARRIED UNANIMOUSLY**

**3. ROUTINE/STATISTICAL REPORTS**

**4. RESPONSES TO BOARD REFERRALS**

**4.1 Saskatoon Police Service's Current Enforcement Response to Possession of Illicit Drugs Contrary to Section 4(1) of the Controlled Drug and Substances Act (CDSA)**

At its meeting held on [June 20, 2024](#), former Commissioner Gough provided the following Notice of Motion:

"That the Saskatoon Police administration provide an update report in follow up to the April 2022 and December 2022 reports regarding:

- Decriminalization for Simple Possession of Illicit Drugs
- Diversion for Possession of Illicit Drug Charges and other Criminal Code Offences."

In this regard, a report of the Chief of Police was provided.

Chief McBride introduced the matter. Superintendent Pellerin presented the report and responded to questions of the Board.

**Moved By:** Commissioner Lagimodiere

That the information be received.

In Favour: (7): Commissioner Greyeyes, Commissioner Lagimodiere,  
Commissioner Mayor Block, Commissioner Grier, Commissioner Jeffries,  
Commissioner Santos Ong, and Commissioner Timon

**CARRIED UNANIMOUSLY**



## 5. OTHER

### 5.1 Saskatoon Board of Police Commissioners - Appointment of Chair

A report of the City Clerk's Office was provided.

Board Secretary Walter presented the report.

**Moved By:** Commissioner Santos Ong

That Commissioner Mayor C. Block be appointed as Acting Chair of the Board of Police Commissioners from January 1, 2025 to the first meeting of the Board of Police Commissioners in 2025.

In Favour: (7): Commissioner Greyeyes, Commissioner Lagimodiere, Commissioner Mayor Block, Commissioner Grier, Commissioner Jeffries, Commissioner Santos Ong, and Commissioner Timon

**CARRIED UNANIMOUSLY**

### 5.2 2025 Board of Police Commissioners Meeting Schedule

The 2025 meeting schedule was outlined below:

- January 23\*
- February 20
- March 20
- April 17
- May 15
- June 19
- July - No meeting
- August 21
- September 18
- October 16
- November 20
- December 18

*\*Note: Fourth Thursday due to conflict with Council's Strategic Planning Session.*

**Moved By:** Commissioner Lagimodiere

That the Board approve the proposed 2025 meeting dates as presented.

In Favour: (7): Commissioner Greyeyes, Commissioner Lagimodiere, Commissioner Mayor Block, Commissioner Grier, Commissioner Jeffries, Commissioner Santos Ong, and Commissioner Timon

**CARRIED UNANIMOUSLY**

**6. BOARD INQUIRIES/NOTICE OF MOTIONS**

**7. IN CAMERA SESSION**

**Moved By:** Commissioner Mayor Block

That the Board move *In Camera* to consider matters exempt to the public under its Governance Policy No. 12.4, Section 10(2) of *The Saskatoon Board of Police Commissioners Bylaw No. 7531*, Section 27(15) of *The Police Act, 1990*, and Section 16(1)(c) and (d), 21 and 28 of *The Local Authority Freedom of Information and Protection of Privacy Act*.

In Favour: (7): Commissioner Greyeyes, Commissioner Lagimodiere, Commissioner Mayor Block, Commissioner Grier, Commissioner Jeffries, Commissioner Santos Ong, and Commissioner Timon

**CARRIED UNANIMOUSLY**

**8. RISE AND REPORT**

The Board convened *In Camera* at 2:10 p.m. with the following in attendance:

- All Board members
- SPS Administration
- Board Solicitor Edmondson
- Communications Consultant Nyirfa
- City Clerk Titemore
- Secretary Walter

SPS Administration left the meeting at 2:51 p.m. with the exception of Chief McBride

Chief McBride and City Clerk Tittermore left the meeting at 3:34 p.m.

Board Solicitor Edmondson left the meeting at 4:16 p.m.

Commissioner Jeffries and Communications Consultant Nyirfa left the meeting at 4:39 p.m.

The Board completed its In Camera session at 4:44 p.m. and reconvened publicly to rise and report, as follows:

**Moved By:** Commissioner Lagimodiere

1. That Commissioners Lagimodiere, Santos Ong, Timon, Greyeyes (ex-officio) be appointed to the Measurement and Evaluation Committee for 2025;
2. That Commissioners Grier, Jeffries, Lagimodiere, Greyeyes (ex-officio) be appointed to the Governance Committee for 2025;
3. That Bruce Haggard be reappointed as a trustee to the Saskatoon Police Pension Plan (New) to the end of 2027;
4. That Commissioner Santos Ong be appointed as an observer for the Retirement Plan for Employees for the Saskatoon Board of Police Commissioners Board of Trustee (Original);
5. That Commissioner Timon be appointed as an observer on the Saskatoon Police Pension Plan (New) to the end of 2027; and
6. That the information and discussion remain *In Camera* under its Governance Policy No. 12.4, Section 10(2) of *The Saskatoon Board of Police Commissioners Bylaw No. 7531*, Section 27(15) of *The Police Act, 1990*, and Sections 16(1)(b) and (d), 21 and 28 of *The Local Authority Freedom of Information and Protection of Privacy Act*.

In Favour: (6): Commissioner Greyeyes, Commissioner Lagimodiere, Commissioner Mayor Block, Commissioner Grier, Commissioner Santos Ong, and Commissioner Timon

Absent: (1): Commissioner Jeffries

**CARRIED UNANIMOUSLY**

**9. ADJOURNMENT**

The meeting adjourned at 4:45 p.m.

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Commissioner S. Greyeyes, Chair

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P. Walter, Board Secretary

**Walter, Penny**

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**Subject:** FW: Email - Request to Speak - Dion Waniandy - Board of Police Commissioners - CK 5000-1  
**Attachments:** IMG\_0933.png; Dion Waniandy Request to Speak

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**From:** Web NoReply <[web-noreply@Saskatoon.ca](mailto:web-noreply@Saskatoon.ca)>  
**Sent:** Friday, January 3, 2025 2:38 PM  
**To:** City Council <[City.Council@Saskatoon.ca](mailto:City.Council@Saskatoon.ca)>  
**Subject:** Email - Request to Speak - Dion Waniandy - Board of Police Commissioners - CK 5000-1

--- Replies to this email will go to [REDACTED]

Submitted on Friday, January 3, 2025 - 14:36

Submitted by user: [REDACTED]

Submitted values are:

**I have read and understand the above statements.:** Yes

**I do not want my comments placed on a public agenda. They will be shared with members of Council through their online repository.:** No

**I only want my comments shared with the Mayor or my Ward Councillor.:** Yes

**Please share comments with.:** Mayor Cynthia Block

**Date:** Friday, January 03, 2025

**To:** His Worship the Mayor and Members of City Council

**First Name:** Mr.

**Last Name:** Waniandy

**Phone Number :** [REDACTED]

**Email:** [REDACTED]

**I live outside of Saskatoon:** No

**Saskatoon Address and Ward:**

**Address:** [REDACTED] 24th St E

**Ward:** Not Sure

**Name of the organization or agency you are representing (if applicable):** Myself and the First Nation community

**What do you wish to do ?:** Request to Speak

**If speaking will you be attending in person or remotely:** In person

**What meeting do you wish to speak/submit comments ? (if known)::** Board of police commissioners

**What agenda item do you wish to comment on ?:** Comment area says the areas I will speak on.

**Comments:**

No body cams on officers at the station.

Retaliation from officer wiebe

Charter of rights violated.

Lying on charges given

Deleting videos from my phone without proper authority

Over charging ,

Arbitrarily arrested and charged .

Broken phone by officers Rueben wiebe and staff seargent Goodwin.

Invitation to police headquarters with a video showing officer using excessive force against a minor in pleasant hill

And abuse of authority .

**Will you be submitting a video to be vetted prior to council meeting?:** No



**SASKATOON** \_\_\_\_\_  
**POLICE SERVICE**

**TO:** Mayor Block, Interim Chairperson  
Board of Police Commissioners

**FROM:** Cameron McBride  
Office of the Chief

**DATE:** 2025 January 9

**SUBJECT:** Appreciation to the Saskatoon Police Service

**FILE #:** 12,002

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**ISSUE:**

To keep the Board of Police Commissioners apprised of appreciation and recognition to the Saskatoon Police Service.

**RECOMMENDATION:**

That this report be received as information.

**STRATEGIC PRIORITY:**

This report supports the strategic theme of Communication by ensuring accessibility and enhancing communications with the public.

**DISCUSSION:**

The following items of appreciation/thanks were sent to the SPS as a result of communications and/or partnership opportunities in the community. They reflect a positive reaction from the public or are a recognition of service provided.

When a communication is received it is sent through the appropriate chain of command to ensure the members involved also receive it. In addition, a copy is sent to the Office of the Chief of Police.

## “PUBLIC AGENDA”

[REDACTED]  
**Sent:** December 29, 2024 8:08 PM  
**To:** Police - Info Mailbox <[police.info@Police.Saskatoon.sk.ca](mailto:police.info@Police.Saskatoon.sk.ca)>  
**Subject:** Chanukah celebration

Good evening, firstly I'd like to thank your service for providing safety and security at the Chanukah menorah lighting celebration. Secondly, your officers were top shelf as they displayed a willingness to engage celebration goers and were very friendly. I whole heartedly appreciate your professionalism and the level of service you provide 24/7.

With gratitude,

[REDACTED]

**Subject:** Feedback  
**To:** "Horvath, Michael (Police)" <[Michael.Horvath@Police.Saskatoon.Sk.CA](mailto:Michael.Horvath@Police.Saskatoon.Sk.CA)>,"McBride, Cameron (Police)" <[Cameron.McBride@Police.Saskatoon.Sk.CA](mailto:Cameron.McBride@Police.Saskatoon.Sk.CA)>  
**Cc:**  
Hey

I wanted to let you know the staff at the dropin have shared how great the officers around the neighborhood are. It was shared with me that they have been so friendly, understanding and patient. Please let your officers know our team at the dropin is grateful for the care and understanding they have been showing with the people who access the building.

**From:** [REDACTED]  
**Sent:** December 10, 2024 10:46 AM  
**To:** Police - Media <[media@police.saskatoon.sk.ca](mailto:media@police.saskatoon.sk.ca)>  
**Subject:** RE: Saskatoon Police Service - News Release 2024-0710 - Medical Incident - Baby Delivered in Vehicle

How incredibly wonderful and heartwarming! Above and beyond call of duty. Thank you to this Officer, and Merry Christmas! I'm sure this couple is incredibly thankful.



## “PUBLIC AGENDA”

----- Original message -----

From: [media@police.saskatoon.sk.ca](mailto:media@police.saskatoon.sk.ca)

Date: 2024-12-10 10:22 a.m. (GMT-06:00)

To: [REDACTED]

Subject: Saskatoon Police Service - News Release 2024-0710 - Medical Incident - Baby Delivered in Vehicle

Saskatoon Police Service

**BE THE DIFFERENCE**

### **Medical Incident - Baby Delivered in Vehicle**

**December 10, 2024 10:15AM, Release 2024-0710**

A new mother and her newborn are safe in hospital following a medical emergency last night.

At approximately 8:15 p.m., December 10, 2024, an SPS Sgt. was on patrol when he responded to a call for emergency assistance at 25th Street and 3rd Avenue. The caller reported that his wife was in labour, inside the vehicle and he did not believe they would reach a hospital in time for the delivery. When the Sgt. arrived he coached the woman through a final push, resulting in the birth of the baby.

The SPS is so pleased our Sgt. was able to assist in this unique call for service.

Hello,

I was involved in a car accident this evening on the corner of Clarence and 8th St.

Officer #978 (Austin) arrived at the scene and was exemplary. I wanted to leave a Google review, but it appears that reviews have been turned off. You guys likely don't get a lot of good feedback, so I wanted to take the time to say how much I appreciated Austin, and how well he did. He was truly outstanding; professional, personable, and reliable. I am so grateful for the time and care he took for both my family and myself.

Thank you,

- [REDACTED]

**From:** [REDACTED]

**Sent:** November 1, 2024 18:49

**To:** Police - Info Mailbox <[police.info@Police.Saskatoon.sk.ca](mailto:police.info@Police.Saskatoon.sk.ca)>

**Subject:** Officer compliment on Halloween night

Hi there, I just wanted to email in and say hats off to the officer that was driving around my area with his lights on and saying Happy Halloween to the kids . My daughter [REDACTED] ,was dressed up as a police officer, and when I asked if I could take a picture with her by the car he never hesitated one second. He took a picture with her . She was beyond excited so thank you .

[REDACTED]

## “PUBLIC AGENDA”

-----Original Message-----

From: [REDACTED]  
Sent: Sunday, October 27, 2024 6:50 PM  
To: Police - Community Engagement <[community.engagement@Police.Saskatoon.Sk.CA](mailto:community.engagement@Police.Saskatoon.Sk.CA)>  
Subject: Thank-you mystery SPS officers

Hello SPS,

Thank-you to the officers who pulled my 16-year old daughter over just after midnight last night (Oct 26-27). She was driving without headlights on and didn't realize it.

My gratitude for the way you approached this circumstance is greater than I can express. You saw the situation for what it was...a conscientious and careful kid, excited and anxious about a newfound level of independence offered by a driver's license (obtained just 6 days ago) who made a mistake.

You didn't belittle her. There was no power trip. You treated her with dignity, taking the time to respectfully point out a few things on the dash she needed to be reminded of. You reinforced the idea that along with new freedoms comes massive responsibility.

She called me afterwards. She was a bit rattled and "so so sorry mom". I thanked her for letting me know, told her I was relieved she was safe, and reminded her to make sure she felt calm before driving home. She took a few deep breaths, we ended our call, then I took mine. It was immediately clear to me that she'll never make that mistake again. Perfect.

The adage "It takes a village to raise a child" is so very true here. It may have felt routine to you, just part of the job, but let me just say...parenting is hard, and you were both my village. I recognize there could have been a much worse outcome. But there wasn't because of you. You kept her safe. You kept her friend in the passenger seat safe. You kept other drivers on the road safe. You taught both kids in that car how to be better next time.

Once again SPS officers, whoever you are, thank-you for this and all you do!

One grateful Saskatoon mom,  
[REDACTED]

## “PUBLIC AGENDA”

**From:** [REDACTED]  
**Sent:** September 19, 2024 1:17 PM  
**To:** Police - Info Mailbox <[police.info@Police.Saskatoon.sk.ca](mailto:police.info@Police.Saskatoon.sk.ca)>  
**Subject:** Thank You

Hello:

On behalf of myself and our son we wanted to recognize and sincerely thank one of your officers for helping us out.

September 17/24 a member of [REDACTED] Church noted [REDACTED] sitting in his grey [REDACTED] truck on their lot obviously in distress and thus called your Department.

One of your officers, my apology I can't remember his name, brought [REDACTED] home to [REDACTED]. The officer was absolutely the best. His action and compassion deserves recognition. [REDACTED] is presently in hospital recovering from a stroke.

Thank you to all the members who keep us safe. Stay well.

[REDACTED]

In reference to the SPS podcast – Deals, Debts and Death – The Disappearance of Kandice Singbeil.



[REDACTED]  
This podcast was so informative and put the life of this young woman / mother in the spotlight. I hope it reaches people who can help solve her disappearance. Thanks for doing this SPS!

3w Like Reply Hide

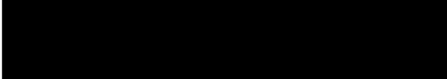
12 


[REDACTED]  
I'm so grateful the last time I called due to sketchiness in my neighborhood, SPS responded SO QUICKLY!! Thank you for keeping us safe.  
Merry Christmas to you all.

2w Like Reply Hide


3 


## “PUBLIC AGENDA”

 Thank you to all the officers, staff, and first responders who work tirelessly to keep Saskatoon safe, especially during the holiday season. Wishing you and your families a peaceful and joyful Christmas!


 Positive


0 Likes Reply 15 days ago

 Anonymous Thanks officers! Another day closer to a safe Saskatoon

 Positive

0 Likes Reply 9 days ago

 Thank you for all you do. We see you & appreciate you 🙏

 Positive

0 Likes Reply an hour ago

**Written by: Alyson Edwards, Director, Public Relations and Strategic Communications**  
**Reviewed by: Darren Pringle, Deputy Chief, Operations**  
**Approved by: Cameron McBride, Chief of Police**



**SASKATOON** \_\_\_\_\_  
**POLICE SERVICE**

**TO:** Mayor Block, Interim Chairperson  
Board of Police Commissioners

**FROM:** Cameron McBride  
Chief of Police

**DATE:** 2025 January 16

**SUBJECT:** Saskatoon Police Service 2025 Business Plan

**FILE #:** 2,022-1

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**ISSUE:**

The purpose of this report is to present the Saskatoon Police Service (SPS) 2025 Business Plan.

**RECOMMENDATION:**

That the Board receives this report as information.

**STRATEGIC THEMES:**

The 2025 Business Plan outlines the SPS' Goals, Strategic Outcomes and Initiatives planned for 2025 in the following Strategic Themes:

- Crime and Safety;
- Our People;
- Partnerships; and
- Innovation.

**DISCUSSION:**

The SPS Executive Team began development of the annual Business Plan in September 2024 focusing on priority areas of the Service for 2025. Some of the key initiatives outlined in the 2025 Business Plan include:

- Implement an Intimate Partner Violence Response Team.
- Pilot a Warrant Enforcement Unit.

## **“PUBLIC AGENDA”**

- Develop collaborative partnerships with key stakeholders to address retail crime and its impact on public safety.
- Collaborate with key stakeholders to identify ways to regulate bear spray in our community.
- Enhance traffic enforcement efforts to reduce dangerous driving.
- Strengthen the overall SPS recruitment strategy to maximize the pool of candidates to support both regular recruitment and the Safer Communities and Neighbourhoods Initiative (SCAN).
- Begin implementation of recommendations from the Equity, Diversity and Inclusion Audit.
- Implement the Action Plan towards Truth, Reconciliation and Treaty Implementation.

### **CONCLUSION:**

The 2025 Business Plan is intended to be used as both an internal document to track our progress and allocate resources and an external document to enhance transparency by outlining the SPS’s key priorities.

A mid-year update will be provided to the Board of Police Commissioners on the status of this plan in August of 2025 with a final report provided to the Board early in 2026.

### **ATTACHMENT:**

1. Saskatoon Police Service 2025 Business Plan

**Written by:** Tanya Stewart, Director, Police Information and Planning  
**Reviewed by:** Michele Arscott, Executive Director Corporate Services  
Dave Haye, Deputy Chief Support Services  
**Approved by:** Cameron McBride, Chief of Police



— SASKATOON —  
**POLICE SERVICE**  
BE THE DIFFERENCE

# 2025 Business Plan



*Continually Improve Community Safety*

# Table of Contents

**Message from the Chief..... 2**

**Vision, Mission, Values..... 3**

**2025 Business Plan Summary ..... 4**

**Indicators We Monitor..... 5**

**Crime and Safety ..... 6**

**Our People ..... 8**

**Partnerships ..... 10**

**Innovation ..... 11**

**2025 Financial Summary ..... 12**





# Message from the Chief



## **Chief Cameron McBride**

*Chief of Police, Saskatoon Police Service*

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*I am pleased to present the 2025 Business Plan for the Saskatoon Police Service. This plan is a critical bridge to the creation of our 2025 Strategic Plan, a process which is now underway. This business plan will ensure we stay true to our vision to continually improve community safety.*

*I would like to acknowledge that the Saskatoon Police Service is on Treaty 6 Territory and the Homeland of the Métis. The Saskatoon Police Service is proud to be a part of and serve the diverse community of Saskatoon. We recognize and value our community partnerships and believe our combined experiences, resources and training are key for community safety, health, and well-being.*

*This year, the Saskatoon Police Service is taking advantage of a once-in-a-generation funding opportunity through the province's Safer Communities and Neighbourhoods initiative. This funding increase will allow us to add an additional 24 front-line police officers in 2025 to keep up with the demands of our growing city with more to follow next year. In 2025, we will continue to collaborate with our community partners to develop strategies that foster community safety.*

*This year's plan will also introduce two projects. In collaboration with Family Service Saskatoon, we will implement an Intimate Partner Violence Response Team to better assist victims and manage offenders. A Warrant Enforcement Unit will be piloted to apprehend persons who pose a significant risk to the community.*

*In 2025, the Saskatoon Police Service will continue to implement actions identified in the Office of the Treaty Commissioner's Truth and Reconciliation through Treaty Implementation framework. We will also begin the work on recommendations from the Equity, Diversity, and Inclusion audit to continue to foster a workplace environment where every voice is heard, valued, and respected.*

*In 2025, we will use feedback from our internal and external consultations to guide us in building our 2025 Strategic Plan.*



# Vision, Mission, Values

The Saskatoon Police Service (SPS) 2020-2024 Strategic Plan is a critical component that sets the focus on the Service's goals.

Our Strategic Plan is guided by three fundamental elements:

**OUR VISION**  
*To continually improve community safety*

**OUR MISSION**  
*As part of the community, we will provide service based on excellence to ensure a safe and secure environment*

**OUR VALUES**  
*Honesty – Integrity – Compassion – Fairness  
– Commitment – Respect – Professionalism*

These guiding elements, Our Vision, Our Mission, and Our Values, are linked and woven into the 2020-2024 Strategic Plan and this business plan.



# 2025 Business Plan Summary

THEME	GOAL	STRATEGIC OUTCOME
CRIME AND SAFETY	Implement effective strategies to combat crime and protect the public.	Collaborative public safety through partnerships with municipal, provincial and national stakeholders.
		Disruption of gun violence, gang activity and illicit drug and human trafficking.
	Maintain core policing operations and address community concerns.	Safer roads in our community.
		Sustainable policing practices to meet changing community needs.
OUR PEOPLE	Promote a healthy work environment and learning culture.	Enhancing the well-being of our people.
		Training for employees on policing best practices, wellness and leadership.
	Resource to ensure member effectiveness and safety.	Enhanced recruitment and retention of employees.
		A more inclusive and diverse SPS.
PARTNERSHIPS	Enrich relationships between the Saskatoon Police Service and communities served.	Engagement with Indigenous communities in a purposeful and meaningful way.
		Strong relationships with the diverse community we serve.
	Work with all levels of government to develop solutions to community challenges.	Sustainable solutions for community safety and social challenges.
INNOVATION	Ensure sustainability by developing leading practices.	A strong foundation for an efficient organization.
	Utilize technology to increase effectiveness and efficiency.	Enhanced use of technology for operational services and information sharing.



# Indicators We Monitor

The SPS monitors safety and wellness community indicators to determine where to focus resources. Some of the indicators we monitor are:

- Crimes against persons
- Crimes against property
- Social disorder and mental health calls for service
- Domestic disturbance calls
- Missing persons reports
- Weapons and firearms offences
- Illicit drug possession, overdose and trafficking
- Traffic collisions
- Dispatched calls for service
- Violent Crime Severity Index

The SPS believes influencing safety and wellness community indicators can best be achieved through collaboration with community stakeholders to address the root causes of crime and social disorder. These indicators are reported on throughout the year in the monthly Crime Stats Reports on the SPS website, as well as Saskatoon Board of Police Commissioners reports, Statistics Canada, and internal reports.



# Crime and Safety

Addressing crime and community safety in Saskatoon is the highest priority for the SPS. As Saskatoon and its citizens face increasingly complex and challenging issues, the SPS believes it is imperative to collaborate with our community partners to support a “whole of city” approach that balances enforcement, community safety, harm reduction and treatment solutions.

## ***Goal 1: Implement effective strategies to combat crime and protect the public***

The SPS is committed to implementing new initiatives to address crime and community safety. In response to Saskatchewan’s disproportionately high Interpersonal Violence (IPV) rates, the SPS, in collaboration with Family Service Saskatoon, is launching an Intimate Partner Violence Response Team to better assist victims and manage IPV offenders. In response to the recommendation from the James Smith Cree Nation and Weldon Coroner’s Inquest, the SPS is piloting the Warrant Enforcement Unit to identify and arrest wanted persons who pose a significant and anticipated risk to the community and bring them to procedural justice.

Additionally, the SPS maintains its commitment to reduce and disrupt the availability of drugs and weapons in our community.

## **Strategic Outcome 1.1 Collaborative public safety through partnerships with municipal, provincial and national stakeholders**

- Initiative 1.1.1**     Implement an Intimate Partner Violence Response Team.
- Initiative 1.1.2**     Pilot a Warrant Enforcement Unit.
- Initiative 1.1.3**     Evaluate and strengthen city wide safety planning.
- Initiative 1.1.4**     Develop collaborative partnerships with key stakeholders to address retail crime and its impact on public safety.

## **Strategic Outcome 1.2 Disruption of gun violence, gang activity and illicit drug and human trafficking**

- Initiative 1.2.1**     Evolve partnership with the Saskatchewan Firearms Office to address firearms used in criminal offences.
- Initiative 1.2.2**     Target drug dealers who continue to harm our community.
- Initiative 1.2.3**     Collaborate with key stakeholders to identify ways to regulate bear spray in our community.



# Crime and Safety continued

## **Goal 2: Maintain core policing operations and address community concerns**

It is well established that traffic enforcement and sanctions result in fewer accidents, collisions with injuries, and fatalities. The SPS is committed to combatting dangerous driving behaviors, including speeding, impaired operations, distracted driving, and aggressive driving with a focus on high-risk areas.

Since 2018, Saskatoon has experienced a 72% rise in social disorder calls. While social disorder may not always be criminal in nature, the prevalence of incidents decreases the community's quality of life and feeling of safety. The SPS is committed to developing new and different ways to alleviate the impact of social disorder on the community and its citizens.

### **Strategic Outcome 2.1 Safer roads in our community**

- Initiative 2.1.1** Enhance traffic enforcement efforts to reduce dangerous driving.
- Initiative 2.1.2** Implement a data-driven approach to traffic safety, combining education and enforcement to promote safer roads.

### **Strategic Outcome 2.2 Sustainable policing practices to meet changing community needs**

- Initiative 2.2.1** Develop a comprehensive evaluation framework to analyze the impacts of social disorder calls for service, focusing on community outcomes and response effectiveness.
- Initiative 2.2.2** Implement a quality assurance framework for continuous improvement.



# Our People

The SPS is only as good as its people. The safety and well-being of our people is essential not only for their benefit but the benefit of their family and the community they serve. The SPS is dedicated to providing the tools, training, support and workplace environment necessary to foster the health and well-being of its members and keep them safe.

## ***Goal 3: Promote a healthy work environment and learning culture***

The SPS will continue to develop and promote mental health and wellness programs as well as provide training for members to support them in their roles. The SPS also has dedicated health, wellness, and training professionals to support members in their career and wellness journeys.

### **Strategic Outcome 3.1 Enhancing the well-being of our people**

- Initiative 3.1.1** Build a wellness strategy for all sworn and civilian members.
- Initiative 3.1.2** Evaluate peer support programs based on research and best practices.
- Initiative 3.1.3** Design and develop educational programs to promote well-being.

### **Strategic Outcome 3.2 Training for employees on policing best practices, wellness and leadership**

- Initiative 3.2.1** Evaluate training needs throughout the organization.
- Initiative 3.2.2** Explore a service-wide approach to training.
- Initiative 3.2.3** Integrate leadership development across the organization.





# Our People continued

## **Goal 4: Resource to ensure member effectiveness and safety**

In our ongoing commitment to fostering a workplace environment where every voice is heard, valued, and respected, the SPS will begin to work on recommendations from the Equity, Diversity, and Inclusion audit.

Additionally, the SPS has seized a once-in-a-generation Provincial funding opportunity. With it, the SPS will add 24 additional front-line police officers to share the workload and keep up with the demands of our ever-growing city.

## **Strategic Outcome 4.1 Enhanced recruitment and retention of employees**

- Initiative 4.1.1** Strengthen the overall SPS recruitment strategy to maximize the pool of candidates to support both regular recruitment and the Safer Communities and Neighbourhoods initiative (SCAN).
- Initiative 4.1.2** Evaluate staffing needs across the organization to support increased operational police activity.
- Initiative 4.1.3** Implement an Applicant Tracking System (ATS) to support the recruitment process.

## **Strategic Outcome 4.2 A more inclusive and diverse SPS**

- Initiative 4.2.1** Begin implementation of recommendations from the Equity, Diversity and Inclusion Audit.
- Initiative 4.2.2** Continuous improvement of communication from leadership to the Service.





# Partnerships

The SPS is proud to be a part of and serve the diverse community of Saskatoon. We are dedicated to working with organizations and community groups to build relationships and develop strategies that foster community safety. We recognize that upholding strong relationships and keeping the lines of communication open is key to maintaining trust, resolving issues and coming to common understandings.

## ***Goal 5: Enrich relationships between the Saskatoon Police Service and communities served***

The SPS is committed to its journey in Truth and Reconciliation. The SPS' commitment is demonstrated through actions identified in [An Action Plan to Advance the Saskatoon Police Service's Journey towards Truth, Reconciliation and Treaty Implementation](#) ("Action Plan"). This Action Plan contains initiatives specific to the SPS for responding to the National Calls, including the Truth and Reconciliation Commission Calls to Action and the Calls for Justice arising from the National Inquiry into Missing and Murdered Indigenous Women and Girls.

The SPS also strives to provide support and a positive police presence to Saskatoon's multi-faceted community. Through the School Resource Unit, the SPS continues to partner with schools to develop positive relationships between youth and police, support positive youth development and risk reduction, and preserve public safety and prevent crime.

### **Strategic Outcome 5.1 Engagement with Indigenous communities in a purposeful and meaningful way**

**Initiative 5.1.1** Implement the Action Plan towards Truth, Reconciliation and Treaty Implementation.

### **Strategic Outcome 5.2 Strong relationships with the diverse community we serve**

**Initiative 5.2.1** Continue partnerships with the school boards to deliver positive police interactions with the students.

**Initiative 5.2.2** Provide diverse support to community-based organizations.

## ***Goal 6: Work with all levels of government to develop solutions to community challenges***

The SPS works with municipal, provincial, and federal government partners in an effort to provide seamless emergency response. The SPS continues to expand and improve interoperability capabilities with other agencies.

### **Strategic Outcome 6.1 Sustainable solutions for community safety and social challenges**

**Initiative 6.1.1** Formalize and enhance our relationships with Saskatchewan public safety agencies.

**Initiative 6.1.2** Enhance interoperability between Saskatchewan public service agencies.

**Initiative 6.1.3** Establish interoperability agreement with the University of Saskatchewan Protective Services.



# Innovation

To keep pace with the increasing complexities facing modern day policing, the SPS is committed to continuous improvement across the service including communication, processes, and technology.

## ***Goal 7: Ensure sustainability by developing leading practices***

To optimize resources and improve efficiency, the SPS reviews and assesses current technological needs, designs new processes, and explores opportunities to utilize leading technology.

### **Strategic Outcome 7.1 A strong foundation for an efficient organization**

- Initiative 7.1.1** Design a framework to modernize policies and procedures.
- Initiative 7.1.2** Review and design improved organizational documentation and reporting.
- Initiative 7.1.3** Produce the 2025 Strategic Plan.
- Initiative 7.1.4** Explore opportunities and alternatives to meet the needs of a growing SPS.
- Initiative 7.1.5** Explore and assess opportunities to utilize Artificial Intelligence (AI) to improve efficiency through reduction of administrative workloads.

## ***Goal 8: Utilize technology to increase effectiveness and efficiency***

The SPS will explore and assess options to improve reporting services for the public as well as internal and external communication and information sharing. The SPS will also implement technologies to support communication with partner emergency response agencies.

### **Strategic Outcome 8.1.1 Enhanced use of technology for operational services and information sharing**

- Initiative 8.1.1** Identify and assess technology options for efficient and effective community interaction and investigation.
- Initiative 8.1.2** Explore and assess options to leverage technology for improved internal communication.
- Initiative 8.1.3** Implement technologies to support interagency electronic communications between the SPS and partner emergency response organizations.



# 2025 Financial Summary

The 2025 budget reflects the resources that support the strategic outcomes detailed above. This budget includes an increase in funding from the province of \$2.4M mainly as a result of the Safer Communities and Neighbourhoods (SCAN) program announced on September 5, 2024. Additional provincial funding was also received for resources to support growing calls for service in our Communication Center.

As a result of increased provincial funding, twenty-four additional Constable and four Special Constable positions were added to the ten police service positions approved by Council in December 2023. Two additional resources were approved by Council, the first to provide better oversight for public protests and the second to focus on financial management and report. Funding was reallocated internally to staff an additional resource in the Air Support Unit to increase availability of this program.

In addition to the \$8.0M increase in staffing for the positions mentioned above, a further \$3.0M was added to the budget to fund the non-salary costs associated with the new positions, including equipment and vehicles and the associated operating costs.

<b>SASKATOON POLICE SERVICE 2025 OPERATING BUDGET SUMMARY</b>				<b>COUNCIL APPROVED</b>
	2025 Budget	2024 Budget	Variance	%Variance
<b>Revenues</b>				
General Revenue	2,746,500	2,612,600	133,900	5.13%
Prov. of Sask. Revenue	12,513,800	10,098,500	2,415,300	23.92%
Gov't of Canada Revenue	151,300	151,300	-	0.00%
<b>Total Revenues</b>	<b>15,411,600</b>	<b>12,862,400</b>	<b>2,549,200</b>	<b>19.82%</b>
<b>Expenditures</b>				
Staff Compensation	113,213,000	105,163,700	8,049,300	7.65%
Operating Costs	28,168,800	25,948,300	2,220,500	8.56%
Cost Recovery	(170,700)	(170,700)	-	0.00%
Transfer to Reserves	4,280,000	3,514,400	765,600	21.78%
<b>Total Expenditures</b>	<b>145,491,100</b>	<b>134,455,700</b>	<b>11,035,400</b>	<b>8.21%</b>
<b>Total Net Budget</b>	<b>\$ 130,079,500</b>	<b>\$ 121,593,300</b>	<b>\$ 8,486,200</b>	<b>6.98%</b>
Total Staff - Full Time Equivalents (FTE)	780.33	739.33	41.00	5.55%





**SASKATOON** \_\_\_\_\_  
**POLICE SERVICE**

**TO:** Mayor Block, Interim Chairperson  
Board of Police Commissioners

**FROM:** Cameron McBride  
Office of the Chief

**DATE:** 2025 January 10

**SUBJECT:** Update on Office of the Treaty Commissioner  
Truth, Reconciliation and Treaty Implementation Project

**FILE #:** 2,012-1

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**ISSUE:**

The Saskatoon Police Service (SPS) worked in partnership with the Office of the Treaty Commissioner (OTC) starting in September 2022 on a Truth Reconciliation and Treaty Implementation Project (TRTI). This report is an update on the progress on recommendations made as a result of that work.

**RECOMMENDATION:**

The Board of Police Commissioners receive this report and recommendations for discussion and information.

**STRATEGIC PRIORITY:**

This work ties directly into the SPS 2025 Business Plan under the strategic theme of Partnerships:

Goal 5: Enrich relationships between the Saskatoon Police Service and communities served

Strategic Outcome 5.1 Engagement with Indigenous communities in a purposeful and meaningful way

Initiative 5.1.1 Implement the Action Plan towards Truth, Reconciliation and Treaty Implementation.

**DISCUSSION:**

In September, 2022 the SPS entered into an agreement with the OTC to work in collaboration on a strategic initiative to develop authentic and measurable indicators and initiatives that are specific to the SPS for responding to the National Calls (UNDRIP, TRC Calls to Action, MMIWG2S+ Calls for Justice, Rights of a Child, UN Sustainability Goals, etc.) and strengthen our relationship with the OTC. A report on this work was provided to the Board of Police Commissioners (the Board) at its December 2023 meeting which included a copy of the final report.

The SPS has taken the recommendations and developed an internal reporting process to ensure that we continue to track and report on our progress on this work. Below is an update on some of the work being done across the report’s 23 Plans for Action which broken down into the following six areas of focus:

**Policy Review, Reform, and Strategic Planning**

- Research has been completed regarding next steps on the Indigenous Recruitment Strategy. The goal is to begin work on the detailed written strategy in 2025.
- EDI training is being reviewed through the EDI Audit completed in 2024 and a plan will be implemented to ensure all employees in Human Resources Division are current on Cultural Competency Education & Training and anti-racism hiring practices.
- Research will begin in 2025 with external organizations regarding best practice policy and processes for Indigenous identity/membership verification.
- Many of the activities regarding Human Resources training and recruiting across the organization are addressed in the EDI Audit implementation plan which will be finalized in 2025.
- Cultural events are offered throughout the year that strengthen relationships and trust among SPS employees to enhance cultural safety including the Round Dance on January 31, 2025 honouring the MMIWG2S+.

**Capacity Building**

- A Learning and Development Consultant has been hired to support the development of training, learning modules, Lunch & Learns, and other activities to increase the knowledge and awareness of TRTI.
- Information regarding Language in Motion (LiM) will be available for SPS staff in 2025 so it can be used service wide to address better communication and understanding in indigenous languages.
- SPS has enabled access to some platforms for those who want to connect with community partners regarding Indigenous language classes.

**Services and Accessibility**

- The Restorative Justice Program is working on the co-development of local and provincial alternative measures to decrease the over-incarceration rate in the city/province for Indigenous and other traditionally marginalized communities.
- The Service is evaluating a request for the 2026 Budget for an additional PACT constable to address supports needed for housing, mental health and addictions.

## **“PUBLIC AGENDA”**

- The Restorative Justice Program is continuing the expansion of the current Pre-charge Diversion Program by creating documents and conducting training for officers.

### **Collaboration and Engagement**

- Indigenous Consultant position was created and filled based on OTC recommendations.
- Information on the SPS website and recruitment marketing campaigns are being translated into Indigenous languages.

### **Communication**

- A new survey will be introduced in 2025 to capture the perception of the Indigenous community of the SPS, TRTI efforts, and level of trust.
- SPS is working on additional tools to communicate (internally) the impact of TRTI efforts to employees, the public and stakeholders. This will be done through the use of internal monitors as well as social media channels.

### **Evaluation and Accountability**

- SPS has committed to periodic evaluation, follow-up, and annual monitoring by the OTC, on all SPS actions that address recommendations from the National Calls (*MMIWG Calls for Justice, the TRC Calls to Action, and the Stonechild Inquiry*) through our annual planning and reporting processes.
- The Service is in the process of developing measurement frameworks to analyze and determine the advancement of TRTI commitments. OTC relevant indicators will be used to strengthen annual plans and budgets.
- SPS is leveraging existing advisory committees for feedback (Women's Advisory Group, Elders Council) on the approach to performance evaluation and reporting related to the implementation of the TRTI plan.

## **CONCLUSION:**

The SPS is committed to its journey in Truth and Reconciliation. SPS' commitment will be demonstrated by the inclusion of the Action Plan for Action in our Business and Strategic Plans. It will be demonstrated by the SPS' progress in achieving what is set out in the Plans for Action and our commitment to share with the community our success. Due to the breadth and depth of the recommendations, SPS will continue to evaluate what resources are required to support sustainable success of this work in the organization.

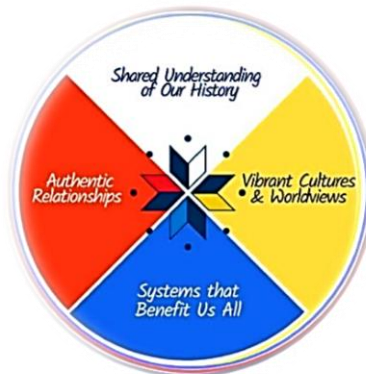
## **ATTACHMENT:**

1. Truth and Reconciliation Through Treaty Implementation Plan for the Saskatoon Police Service (SPS) Infographic

**Written by:** Michele Arscott, Executive Director Corporate Services  
**Reviewed by:** Dave Haye, Deputy Chief Support Services  
**Approved by:** Cameron McBride, Chief of Police

## 01 POLICY REVISION, REFORM & STRATEGIC PLAN

1. Create a strategic priority advancing Truth, Reconciliation & Treaty Implementation.
2. Revise internal policies to encourage all employees attend Indigenous ceremonies.
3. Strengthen SPS' strategy to increase Indigenous Peoples working in the police.
4. Expand strategic planning, programs & policies to include anti-racism elements.
5. Revise internal policies to increase cultural safety.
6. Advocate for transparency within complaint procedures made by the public against police misconduct.



## 02 CAPACITY BUILDING

7. Ensure all new SPS employees are provided with training to create a clear understanding of the importance of Treaties and the land.
8. Create a TRTI Professional Development Learning Program for SPS employees.
9. Expand SPS' capacity to offer services and materials in Indigenous languages.
10. Include Treaty and Territorial Land Acknowledgements in SPS meetings, gatherings and events, as well as physical and digital spaces.

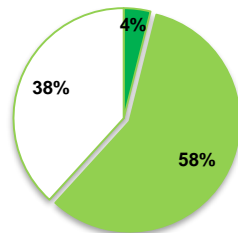


## 03 SERVICES & ACCESSIBILITY

11. Continue the analysis of the role policing (and the SPS specifically) play in the over-incarceration of Indigenous Peoples, ensuring actions are initiated that address identified areas for reduction.
12. Develop a client-centred process for victims reporting crimes of a sexual or sensitive nature at the SPS.
13. Develop mechanisms for the continuous improvement of case closure processes.
14. Adapt physical and digital spaces within the SPS to make them more inclusive, safe, and welcoming.



Overall Progress



### LEGEND

Green - Complete



36

White - Not Started  
Light green - In Progress/Ongoing

## 04 COLLABORATION & ENGAGEMENT

15. Create a comprehensive Community Engagement Strategy.
16. Renew ongoing partnerships, deepen engagement with key community partners, based upon the principles of reciprocity and mutual help.
17. Increase capacity to build and maintain respectful relationships with First Nations, Métis and Inuit communities.
18. Increase and expand the participation of all divisions within Indigenous ceremonies, events, and gatherings.



## 05 COMMUNICATION

19. Create & implement an internal TRTI Communication Strategy.
20. Create & implement an external TRTI Communication Strategy.
21. Create an ongoing communication plan that shares SPS' efforts and successes in community engagement, cultural responsiveness, TRTI processes, and anti-racism initiatives (both internal and external measures).



## 06 EVALUATION AND ACCOUNTABILITY

22. Establish measurement frameworks to analyze and determine the advancement of SPS' Truth and Reconciliation commitments.
23. Commit to an annual monitoring, review, and reporting of all SPS actions that address the recommendations from the MMIWG Calls for Justice, the TRC Calls to Action, and the Stonechild Inquiry (as well as recommendations from other relevant national policing inquiries/reports such as Thunder Bay Police Report).



Canadian Association of Police  
Governance  
78 GEORGE STREET, SUITE 204  
Ottawa ON K1N 5W1  
GST/HST Registration No.: 87551 3467  
RT0001



**BILL TO**

Saskatoon Board of Police  
Commissioners  
222 Third Avenue North  
Saskatoon Saskatchewan S7K  
0J5

**INVOICE 4905**

**DATE 09-01-2025 TERMS Net 30**

**DUE DATE 01-03-2025**

ACTIVITY	AMOUNT
Membership Dues:2025/2026 CAPG Membership - Police Boards & RCMP/Municipal Advisory Committees-Service size 401-1000	5,545.00
2025/2026 CAPG Membership - Police Boards & RCMP/Municipal Advisory Committees-Service size 401-1000	

SUBTOTAL 5,545.00

TOTAL 5,545.00

**TOTAL DUE \$5,545.00**