



December 19, 2019

Truth & Reconciliation Saskatoon
 Strategy & Transformation Department
 222 3rd Avenue North
 Saskatoon Sk S7K 0J5

Mr. Isbister-Bear:

The Saskatoon Police Service is pleased to provide an update on the initiatives taken to address the Truth and Reconciliation Commission's Calls to Action. The Saskatoon Police Service recognizes and resolves to review, analyze and implement a number of relevant calls to action as they pertain to justice and municipal governance.

The following initiatives are part of a larger Indigenous Engagement Strategy and represent our progress throughout 2019 and into 2020:

Call to Action #57: We call upon federal, provincial, territorial and municipal governments to provide education to public servants on the history of Indigenous peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Indigenous Rights, Indigenous law, and Indigenous-Crown Relations. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

2019 Progress

- SPS had close to 600 sworn members and civilian staff participate in the KAIROS Blanket Exercise.
- SPS has signed a research agreement with CSKA (Canadian Strategic Knowledge Alliance) who will be examining cultural competency training throughout a member's career.
- Cultural competency and knowledge of the history of Indigenous peoples are a part of the promotional process within SPS.

2020 Planned Initiatives

- Continue working with CSKA to develop the career-long cultural competency training that includes components specific to police services.
- To continue to offer on-site cultural awareness learning opportunities throughout the year (Diversity/ Elders Teachings Lunch and Learns, Beading and Bannock, land-based teachings, etc.)

Call to Action #40: We call upon all levels of government, in collaboration with Indigenous people, to create adequately funded and accessible Indigenous-specific victim programs and services with appropriate evaluation mechanisms.

2019 Progress

- Continue to offer Indigenous-specific victim programs and services through staff which include a Victim Services Coordinator, two Indigenous Resource Officers, and a Missing Person Liaison that provide support to many Indigenous individuals and families.
- Have Elders onsite, in the office, to provide support to clientele/staff.
- Provided and placed a medicine box in the cultural room for all to use.
- Work closely with Saskatoon Tribal Council, FSIN, CUMFI and the Indian Metis Friendship Centre.
- Attend and provide support to MMIWG/MMIP families events/walks/vigils/days of hope.
- Use of translators to gather information in Cree/Dene/Michif etc.

2020 Planned Initiatives

- To continue to maintain and enhance Indigenous-specific support services to the community and be actively engaged in community through supporting events (Calling Home Ceremony, etc.), having active partnerships (Indigenous organizations, RCMP, families, etc.), share opportunities for land-based teachings, enhancing the roles of Elders within SPS and for clients.

Call to Action #92: ...Ensure Indigenous peoples have equitable access to jobs, training and education opportunities; and they benefit from economic development...

2019 Progress

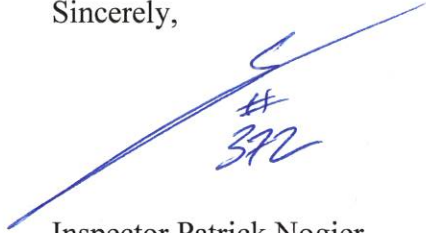
- Continue active participation in the Reconciliation Saskatoon circle.
- Engage in community initiatives to promote public dialogue around reconciliation (Calling Home Ceremony, Chief's Advisory Committee, SPS Women's Advisory, Rock Your Roots- Walk for Reconciliation, NIPD, etc.)
- The Indigenous Engagement Strategy development also plans to encompass action plans, dialogues, monitors and reports that focus on reconciliation.
- The entire Executive Team has participated in a mapping exercise with the Office of the Treaty Commission to determine a baseline of where SPS is at under the 4 pillars of Reconciliation Saskatoon: a shared understanding of our history, systems that represent and benefit us all, strong cultures, world views, and interwoven experiences, and authentic relationships.
- A focus, under the development of the Indigenous Engagement Strategy, is recruitment and employment of Indigenous Peoples. In 2019, the Indigenous Recruiting Constable position moved to be part of SPS Human Resources so the constable could be more involved in the hiring processes. The Indigenous recruitment constable follows a recruitment strategy.

2020 Planned Initiatives

- To continue to be a voice within the Reconciliation Saskatoon circle
- Further develop our Indigenous Engagement Strategy with active collaboration and consultations that will include a focus on reconciliation efforts.
- The Indigenous Recruiting Constable will have an on-going recruiting strategy.

The Saskatoon Police Service is committed to developing and implementing a strategic action plan which will promote internal and external dialogue for reconciliation throughout the organization.

Sincerely,

A handwritten signature in blue ink, consisting of a large, sweeping stroke that curves upwards and then downwards, with the initials 'PN' and the number '372' written below it.

Inspector Patrick Nogier
Specialized Uniform Operations Division
Saskatoon Police Service

/pn