



May 6, 2022

Ms. Melissa Cote  
Director of Indigenous Initiatives Department  
Strategy & Transformation Division  
City of Saskatoon  
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Saskatoon, Saskatchewan S7K 0J5

(by email)

Ms. Cote,

**RE: Reconciliation and Action Report**

The Saskatoon Police Service continues to work towards reconciliation with our organization and the Indigenous people in our community. As always, our reconciliation work is influenced by the Truth and Reconciliation Commission (TRC) Calls to Action, the National Inquiry into Missing and Murdered Indigenous Women and Girls (MMIWG) Call to Justice, the Saskatoon Police Service (SPS) Strategic Plan and consultations with the Indigenous Communities of Saskatoon and area.

SPS has implemented reconciliation initiatives at various levels throughout the service. This report provides some highlights of our initiatives thus far:

- Ongoing consultation with the community through the Chief's Elders Advisory Committee, the Indigenous Women's Advisory Circle and The Saskatoon Police Advisory Committee on Diversity (SPACOD). The committees are made up representatives of the local First Nations and Metis Elders, Indigenous women, the 2SLGBTQQIA community, several organizations in Saskatoon that work with Indigenous people in various capacities (i.e. Elizabeth Fry Society, The Lighthouse Supported Living, the City of Saskatoon, etc.) and various representatives of the SPS. The committees meet several times per year in an effort to connect, discuss and receive feedback on current issues relating to Indigenous people and their relationship with police. At this time, the Chief's Elders Advisory Committee and SPACOD are undergoing an evaluation to improve their respective effectiveness by enhancing each committee's structure and/or operations.
- Ongoing participation in the Canadian Association of Chiefs of Police (CACP) Policing with Indigenous Peoples Committee. This committee works at a national level to support the First Nations Policing Program, the TRC Calls to Action and the MMIWG Calls for Justice.
- Ongoing participation with the City of Saskatoon Community of Practice.

- SPS continues to offer the Cadet Orientation Police Studies Program, hosting another class in the winter of 2022. Grade eleven and twelve students, of Core high schools, with an interest in policing, law or the justice system, form the program's candidates. Not only does it provide a chance for these students to interact with police in a positive way and learn about these areas of work, but they also receive a high school credit.
- SPS has offered the Peacekeeper Cadet Program for youth aged 10 to 15 years old from the Core elementary schools. Pandemic conditions permitted only a modified program this spring.
- Ongoing funding for two high school graduation scholarships for Indigenous youth through the annual Indigenous Graduation Gala, organized by the Saskatoon Indian and Metis Friendship Centre.
- Maintaining a Restorative Justice Programs Coordinator who works to provide offenders with alternative ways to accept responsibility outside the conventional court process.
- Ongoing support of the Okihcitawak Patrol Group by providing training, equipment and funding. This group assists people in the Pleasant Hill neighbourhood in connecting with social services such as crisis counseling, temporary shelter and food, and conducts citizen patrols of the community.
- Ongoing Indigenous-specific victim programs and services through staff which include a Victim Services Coordinator, a Missing Person Liaison and two Indigenous Resource Officers. These positions support Indigenous individuals and families in many ways, especially in the times of greatest need.
- Ongoing implementation of the SPS Indigenous Recruiting Strategy. An Indigenous Sergeant and an Indigenous Constable administer all of the recruit testing and perform all the initial interviews with the candidates. If Indigenous applicants are unsuccessful at any of the stages of the process, the Indigenous Recruiter reaches out and provides support with either academic and/or physical fitness training.
- Ongoing participation by SPS members throughout the service in various Indigenous ceremonies such as pipe and sweat lodge. SPS also maintains a medicine box in the Cultural Room for those who wish to smudge.

In addition to what SPS has already accomplished, several new initiatives are underway. Some were delayed due to the pandemic, however, work now resumes, including:

- Implementing the Director of Equity, Diversity and Inclusion executive-level position. This civilian professional will complete the Indigenous community engagement process and lead the development of the Indigenous Engagement Strategy.
- Working with the Office of the Treaty Commissioner to conduct a Reconciliation Action and Measurement Pilot Project. SPS previously participated via the City of Saskatoon Community of Practice; however, a SPS-specific project is now being planned. This process will assist the SPS in realizing its own understanding of its progress toward truth and reconciliation and prepare for future reconciliation plans.

- Working with The Saskatoon Tribal Council to fund and train Peacekeepers for the STC's Wellness Centre. This will provide valuable experience specific for Indigenous people while allowing the centre to improve service to their clients without relying upon a uniformed police presence.

In conclusion, the Saskatoon Police Service is committed to the process of Reconciliation and recognizes that this commitment is long-term, requiring collaboration with the community it serves. The SPS will continue to maintain its current relationships with various community members and organizations and will welcome opportunities to form new relationships. These relationships provide us with constructive feedback while allowing us to be transparent as to our efforts.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Nolan Berg', with a large, sweeping flourish at the end.

Nolan Berg, Acting Superintendent  
Operational Support  
Saskatoon Police Service