



SASKATOON _____
POLICE SERVICE

TO: Jo Custead, Chairperson
Board of Police Commissioners

FROM: Cameron McBride
Office of the Chief

DATE: 2023 December 13

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

FILE #: 2,012-1

ISSUE:

The Saskatoon Police Service (SPS) has been working in partnership with the Office of the Treaty Commissioner (OTC) since September 2022 on a Truth Reconciliation and Treaty Implementation Project (TRTI). The OTC has provided our report and recommendations; *An Action Plan to Advance the Saskatoon Police Service’s Journey towards Truth, Reconciliation and Treaty Implementation* (Action Plan) which is provided to the Board.

RECOMMENDATION:

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

STRATEGIC PRIORITY:

SPS Strategic Plan 2020-2024 Theme Partnerships:

Goal - Enrich the relationship between the Saskatoon Police Service and the many diverse communities we serve.

- Strategy 1- Continue to engage with the Indigenous communities in a purposeful and meaningful way

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. An Issue Report was provided to the Board of Police Commissioners (the Board) at its November 2022 meeting.

Since the SPS created a Community of Practice (CoP) consisting of employees from across the SPS who are decision makers, change agents, and future leaders of the organization. Under the mentorship of an Indigenous Elder, the staff of the OTC and the CoP have been working on:

- Baseline learning about truth, reconciliation and treaty implementation;
- Mapping where the SPS is in its journey to implementing reconciliation and the treaties and identifying what is needed for further progress;
- Utilization of change management models to produce a plan which will implement the recommendations;
- Development of indicators and strategies for data collection and analysis which will identify progress, facilitate learning and create continuous improvement; and
- Creating a document outlining the SPS’s action plan, which will be incorporated into its *2024 Business Plan* and *2025 to 2030 Strategic Plan*.

Included as an attachment to this Issue Report is our Action Plan. The report’s 23 Plans for Action are broken down into Areas of Focus:

- Policy Review, Reform and Strategic Planning
- Capacity Building
- Services and Accessibility
- Collaboration and Engagement
- Communication
- Evaluation and Accountability

The Action Plan places a responsibility on the SPS to document its progress and provide annual engagement processes to update the public on our progress. The SPS will have to establish the capability to provide this level of robust public engagement through staffing resources which are either reallocated or are new to the organization.

“PUBLIC AGENDA”

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.

ATTACHMENT:

An Action Plan to Advance the Saskatoon Police Service’s Journey towards Truth, Reconciliation and Treaty Implementation

Written by: Dave Haye, Acting Deputy Chief, Support Services
Approved by: Cameron McBride, Deputy Chief, Operations