



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

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

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