

GRANDE PRAIRIE POLICE COMMISSION

Regular Meeting

April 18, 2024

3:00 PM

Centre 2000, Al Robertson Room

Members of the public will have the opportunity to make a presentation or raise a question at a meeting, whether with respect to an item on the agenda or to make a general inquiry. If you wish to bring forward a question at the meeting or make a presentation, please contact the Executive Director at lsitler@cityofgp.com at least 72 hours prior to the meeting. (Complaints about officer conduct will not be topics for this forum).

1. CALL TO ORDER

2. LAND ACKNOWLEDGEMENT

3. APPROVAL OF AGENDA

4. CONSENT AGENDA

- 4.1 Commission Meeting Minutes – March 21, 2024
- 4.2 2024 Work Plan 1st Quarter Progress Report
- 4.3 2024-2026 Strategic Initiatives Workplan – 2024 1st Quarter Progress Report
- 4.4 AAPG Correspondence
 - a) 2024 Conference Program Schedule
 - b) Unapproved 2023 AGM Minutes
 - c) 2024 AGM Agenda

5. INQUIRIES BY THE PUBLIC

6. BUSINESS ARISING

7. STANDING ITEMS

- 7.1 Chair Report
- 7.2 Chief Report
- 7.3 Public Complaint Director Report
- 7.4 Executive Director Report
- 7.5 Committee Updates

- a) Finance Committee – Chair, Commissioner Burnham
- b) Policy & Governance Committee – Chair, Commissioner Koch
- c) Personnel Committee – Chair, Commissioner Reiman
 - i. Executive Director – Annual review
- d) Logo Committee

8. NEW BUSINESS

- 8.1 Wapiti Community Support Association Presentation – Kathy Lambert and Jared Gossen
- 8.2 Correspondence
 - a) AAPG Resolutions

9. ROUND TABLE

10. CLOSED SESSION

- 10.1 Personnel – FOIP – Sec. 17(4)
- 10.2 Law Enforcement Matters – FOIP – Sec. 20(1)
- 10.3 Public Complaint Director – FOIP – Sec. 24(1)
- 10.4 Professional Standards – FOIP – Sec. 17(4)

11. BUSINESS ARISING FROM CLOSED SESSION

12. NEXT MEETING

13. ADJOURNMENT

GRANDE PRAIRIE POLICE COMMISSION

MEETING MINUTES

March 21, 2024

North Conference Room, City Hall

Attendees: Commissioner Dan Wong
Commissioner Natalia Reiman (virtual)
Commissioner Timothy Burnham
Commissioner Donna Koch (virtual)
Commissioner Duke (virtual)
Commissioner Warren Travasso
Councillor Kevin O’Toole
Councillor Dylan Bressey

Others: Lorrie Sitler, Executive Director (Commission)
Dwayne Lakusta, Chief of Police
John Respet, Superintendent
Darrin Balanik, Executive Director (GPPS) (virtual)
Jacqueline Daigneault (Admin), City of Grande Prairie

1. CALL TO ORDER – Chair Wong called the meeting to order at 3:05 PM

2. LAND ACKNOWLEDGEMENT

We respectfully acknowledge the Beaver, Cree, Dene, and Métis people as the original caretakers of these Lands and surrounding areas. We are grateful to live, learn, work, and play on Treaty 8 territory within Turtle Island and acknowledge these Lands have been home to diverse and sovereign First Nations and Inuit People since Time Immemorial.

3. APPROVAL OF AGENDA

Motion to approve the agenda as presented.

Moved by: Councillor Bressey
Carried Unanimously

4. APPROVAL OF MINUTES

Motion to approve the minutes of February 15, 2024, Monthly Meeting as presented.

Chair

ED

Moved by: Commissioner Travasso
Carried Unanimously

5. BUSINESS ARISING

5.1 AAPG Nominations & Resolutions

- Executive Director Sitler - checked in as requested. Recent resolutions on extra resources for homelessness and mental health support have been submitted. The resolution Councillor Bressey asked about would not be relevant.

6. STANDING ITEMS

6.1. Chair Report

- Attended an Evening with Grande Prairie in Edmonton with Chief Lakusta, Supt. Respet and Executive Director Balanik.
- Brought forward discussion on having a youth advisory council member in attendance at Commission meetings. Discussion around other group representation. Was decided that the Policy manual advises the Chief to set up Advisory Groups and a Commission member will take part in those.

Motion for Executive Director to invite Youth Advisory Council to make a presentation on their mandate to the Commission.

Moved by: Dan Wong
Carried Unanimously

- Presented the 2023 Annual Report and 2024-2026 Strategic Plan to Council's Public and Protective Services Committee.
- Will be attending Chamber of Commerce round table.

6.2. Chief Report

a) Chief's Update

- Public Safety and Emergency Services provided their provincial policing priorities to ensure Commissions and Police Services align their community safety plans and strategic plans.
- Chief Lakusta answered several questions from Commission members regarding his report.



Motion to accept the Chief's Update dated March 21, 2024.

Moved by: Councillor Bressey

Carried Unanimously

6.3. Public Complaint Director Report

Nothing to report.

6.4. Executive Director Report

- Provided an update on the Commission logo.
- Brought forward a recommendation to move forward with a Commission website. The Commission currently has a page on the Grande Prairie Police Service website. A website would allow for more detailed information and better functionality.

Motion to create a website for the Grande Prairie Police Commission

Moved by: Councillor O'Toole

Carried Unanimously

- Emergency services ball was cancelled for April.
- EDI training opportunities with GPPS. Unconscious Bias and Addressing Racism & Discrimination.

6.5. Committee Updates

a) Finance Committee – Chair, Commissioner Burnham

Nothing to report

b) Policy & Governance Committee – Chair, Commissioner Koch

i. March 5, 2024, Meeting Minutes

Motion to accept the March 5, 2024, Policy, and Governance Committee meeting minutes.

Moved by: Commissioner Koch

Carried Unanimously

ii. Policy & Governance Committee Terms of Reference

Motion to approve the Policy and Governance Committee Terms of Reference as presented.

Moved by: Commissioner Koch

Carried Unanimously

iii. Strategic Plan Initiatives Workplan



Motion to approve the Strategic Plan Initiatives Workplan as presented.

Moved by: Commissioner Koch
Carried Unanimously

iv. Commission Meeting Recommendations

Motion to implement Consent Agenda and Motion Only minutes for regular Commission meetings effective immediately.

Moved by: Commissioner Koch
Carried Unanimously

- c) Personnel Committee – Chair, Commissioner Reiman
 - i. Executive Director – Annual Review

7. NEW BUSINESS

- 7.1. GP911 Presentation– Chief Mark VanWerkhoven, Grande Prairie Fire Department
 - Provided a presentation on different dispatch models and how GPPS can fit into the GP911 model, providing integrated dispatch services.

8. ROUND TABLE

9. CLOSED SESSION

- 9.1. Personnel – FOIP – Sec. 17(4)
- 9.2. Law Enforcement Matters – FOIP – Sec. 20(1)
- 9.3. Public Complaint Director – FOIP – Sec. 24(1)
- 9.4. Professional Standards – FOIP – Sec. 17(4)

Motion to move into closed session in accordance with Section 197 of the Municipal Government Act and specified sections of the Freedom of Information and Protection of Privacy Act.

Moved By: Councillor O’Toole
Carried Unanimously

Chair	ED
<input type="checkbox"/>	<input type="checkbox"/>

Motion to return to open session.

Moved By: Commissioner Travasso
Carried Unanimously

10. BUSINESS ARISING FROM CLOSED SESSION

11. NEXT MEETING – April 18, 2024, at 3:00 pm, Centre 2000, Al Robertson Room

12. ADJOURNMENT

Chair Wong adjourned the meeting at 5:53 pm.

Date

Chair

Date

Executive Director

Chair



ED



Grande Prairie Police Commission 2024 Work Plan - 1st Quarter Update		
		Progress
January	Organizational Meeting - January 18	Completed
	CAPG Webinar – reschedule of November’s	Completed
	Policy & Governance Committee – 2023 Commission Policy Manual Review	Completed
	CAPG Webinar – January 31	Completed
	Personnel Committee – Chief 6-month performance review	Completed
	Commission 2023 Self Evaluations	Completed
February	Monthly meeting – February 15	Completed
March	CAPG Webinar – March 1 (reschedule of December)	Completed
	Policy & Governance Committee – Strategic Plan Initiatives	Completed
	2023 Annual Report and 3 Year Strategic Plan to Council Standing Committees – March 19	Completed
	Monthly meeting – March 21	Completed
	CAPG Webinar – March 28	Completed
	Board Skills Matrix	Completed
April	Personnel Committee – Executive Director annual performance review	
	Monthly meeting – April 18	
	Finance Committee – 2023 Year End Financials and 2024 1 st Quarter update – April 29	
	CAPG Webinar – April 30	
May	AAPG Annual Conference, May 3 & 4, Lethbridge	
	CAPG Webinar - TBA	

	Monthly meeting – May 16	
	Update to Council Public & Protective Services Committee - May 28	
June	CAPG Webinar - TBA	
	Policy & Governance Committee – Policy Review and Strategic Plan update	
	Monthly Meeting – June 20	
July	Finance Committee – 2025 Budget	
	Personnel Committee – Chief annual performance review	
	Monthly Meeting – July 18	
August	CAPG Webinar - TBA	
	CAPG Annual Conference – August 8-11, 2024	
September	CAPG Webinar - TBA	
	Finance Committee – 2 nd Quarter Financial Update	
	Monthly Meeting – September 19	
October	Update to Council Public & Protective Services Committee – October 1	
	CAPG Webinar - TBA	
	Policy & Governance Committee – Policy, Training and Professional Development Plan	
	Monthly Meeting – October 17	
	2025 Work Plan development	
November	Finance Committee – 3 rd Quarter Financial update	
	Monthly Meeting	
	Monthly Meeting – November 21	
	CAPG Webinar - TBA	
December	Monthly Meeting	

Grande Prairie Police Commission
Strategic Initiatives Workplan – 2024 1st Quarter Progress Report

Strategic Priorities	Deliverable/Initiative	Responsible	Project Commencement Quarter/Year	Project Completion Quarter/Year	Project Status
Governance Excellence	Development and Maintenance of a Board Matrix	Policy & Governance	1/2024	1/2024	✔
	Policy Review Schedule	Policy & Governance	1/2024	2/2024	✔
	Training and Professional Development Plan	Policy & Governance	3/2024	4/2024	●
	Develop Terms of Reference for Commission Committees	All	1/2024	2/2024	●
	Defined onboarding process	Executive Director	2/2025	3/2025	●
	Strategic Planning Workshop	Policy & Governance	2/2026	3/2026	●
	Succession Planning	All	4/2025	1/2026	●
	Successful Transition Performance Report	All			
Community Engagement	Community Presentations to Commission	Executive Director	1/2024	4/2026	●
	Communications Plan	Executive Director	1/2025	2/2025	●
	Stakeholder Engagement Plan	Stakeholder	2/2025	4/2025	●
Monitor and Support Transition	Standing Agenda Item to report on the Transition	Chair	1/2024	4/2026	●
	Quarterly Report on Police Transition	Executive Director	3/2024	4/2026	●
	Quarterly Report to City Council	Chair	2/2024	4/2026	●
Advocacy	Political Advocacy Plan	Stakeholder	1/2026	2/2026	●
	Social Agency Environmental Scan	Executive Director	3/2026	4/2026	●

- Not started
- In progress - Delayed
- In progress – On Track
- ✔ Completed



Alberta Association of Police Governance

2024 Annual Conference & AGM

Hosted in Lethbridge, AB – May 3rd & 4th

Supporting excellence in civilian governance and oversight of police services in Alberta by providing our members, and potential members, with an enjoyable opportunity to learn and network.

We invite all those participating in community policing oversight to attend.

This year our venue will be at the Sandman Signature Lethbridge Lodge. The Hotel & Conference Centre boasts fantastic views from every room of the enclosed Atrium with its abundant lush greenery and indoor pool/hot tub. The location on the edge of the Coulee and within walking distance to downtown, makes it easy to explore local attractions and fare, such as viewing the famous High Level Bridge or visiting the adjacent Galt Museum. The hotel offers hide-a-beds in each room and Queen suites with separate bedrooms, so bring your family along to play in the pool! (Be sure to add-on your significant other as a Banquet guest during registration). Must call the hotel to make your discounted reservation and reference 327368 Block of rooms are limited! All rooms include breakfast voucher for the on-site breakfast buffet.

Sandman Signature BOOKING | P. 403-328-1123

Standard Double \$169 + \$10per additional guest (2 or more), applicable fees & taxes
Queen (Family) Suite \$169 + \$10per additional guest (2 or more), applicable fees & taxes

WestJet has provided a Discount Code for those of you wishing to fly into Lethbridge; 5% off Econo & 10% off Premium!
Enter Coupon Code 2X6W5ZL in the search screen. Valid for travel into Lethbridge April 24th to May 11th.

Along with a schedule filled with Educational Presentations and Round-table sessions, we have prepared the following **Entertaining Events**:

Friday 2:30pm to 4:00pm: Lethbridge Historic Cemetery Tour or Galt Museum!

Friday 2pm to 3pm: Static Display of Lethbridge Police Service new Rescue Vehicle & K9 Demonstration

Thursday or Saturday Evening or Guest Daytime on-your-own Experiences!

Canada's Food Tour: *MUST book tour here in ADVANCE* <https://tourismlethbridge.com/food/itinerary>

Theoretically Brewing & Casino Lethbridge: www.theorybrew.ca/ www.purecasinolethbridge.com/

Paradise Canyon Golf Course: <https://www.playinparadise.com>

Nikka Yuko Japanese Garden: *Confirm Spring hours of operation.* <https://nikkayuko.com/>

Head-Smashed-In Buffalo Jump, Writing-on-Stone Prov Park & MORE! <https://tourismlethbridge.com/stories/travel>

Or in July experience the Indigenous Tour <https://inspiredvacations.ca/southern-alberta-indigenous-tour/>

Friday Evening Banquet Extraordinaire at the NEW Agri-Food Hub!

Networking Reception with Taiko Drummer welcome and silent auction, **Keynote Speaker Dan Jones "The Victim-Offender Overlap"**, 3 well-drink tickets, Smoked Brisket, Miso Glazed Cod, Roasted Eggplant (vegan & dairy free), Fried Parmesan Brussel Sprouts, Jalapeno & Cheese Cornbread, Maple Sweet Potato Mash, Rice Pilaf with Sauteed Mushrooms & Green Peas (vegan), and Baby Spinach (vegan & dairy free) or Tuscan Pasta (vegan & dairy free) Salad to start. Crème Brulee, Chocolate Banana Bread Pudding, or Mixed Berry Granita (vegan & dairy free) to finish your evening!

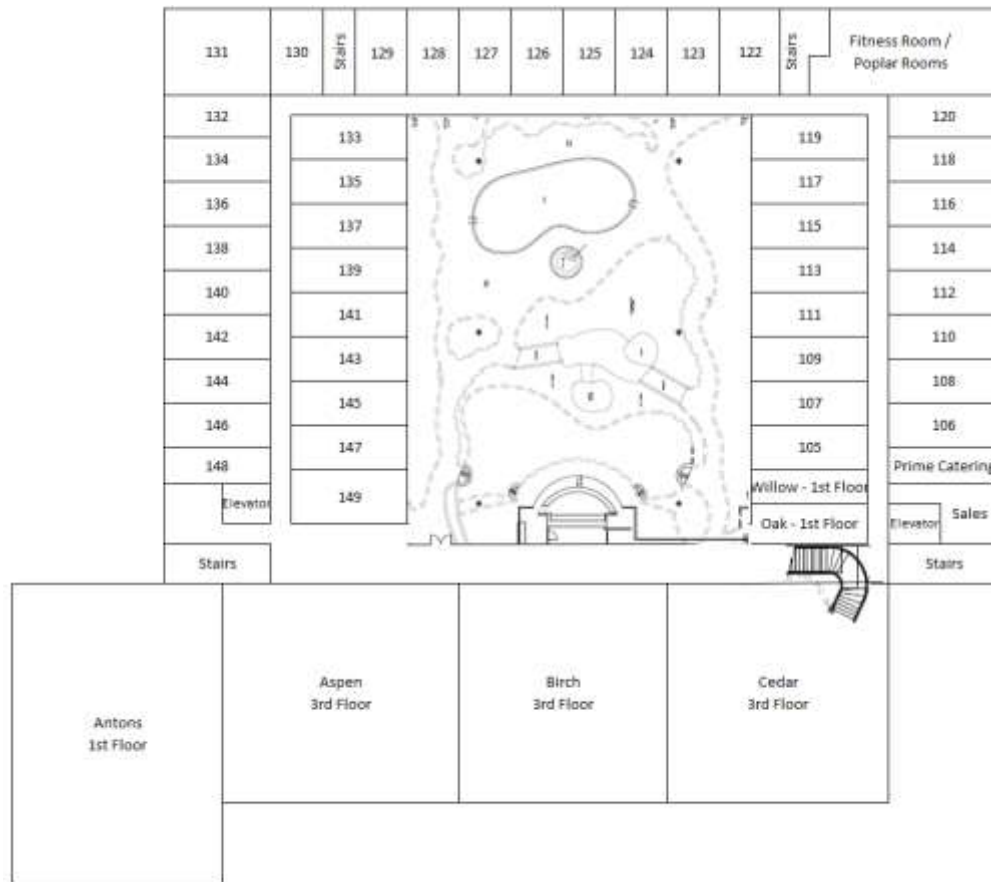
**Shuttle service will be provided to and from the Banquet from the Conference Venue.

Register by emailing admin@aapg.ca. E-transfer, EFT and invoicing is available for registration payment.



AAPG 2024 Conference Program

SANDMAN SIGNATURE HOTEL ROOM/CONFERENCE FLOOR LAYOUT



Thursday May 2nd, 2024

6:00 pm – 7:30 pm	Early Registration Open; CEDAR room (2 nd floor), Sandman Signature 320 Scenic Drive S., Lethbridge Alberta T1J 4B4
OPTIONAL EVENTS!	<p>Arrive Early and choose your activity from our list of exciting on-your-own Experiences!!!</p> <p>Not included in Conference Fee</p>

8:15 am – 2pm	Registration: CEDAR room (2 nd flr), Sandman Signature 320 Scenic Drive S., Lethbridge Alberta T1J 4B4 Silent Auction Open		
7 am – 8:30 am	Breakfast: Included with Hotel Room Only (All-day Coffee/Tea at Venue)		
8:30 am – 9 am	Smudge – for those who wish to attend (Location: Cedar/Birch Rooms; 2 nd Floor) Blood Tribe First Nation Elders		
9 am – 10 am	OPENING CEREMONIES (Location: Cedar/Birch Rooms; 2 nd Floor) Lethbridge Police Service Honour Guard & Piper Entrance for VIPs, Rise for O’Canada, First Nations Elder Black Plume Blessing Welcome Address: Minister of Law Enforcement & C/O K-Division (TBD), City of Lethbridge Mayor, Lethbridge Police Chief, Lethbridge Police Commission Chair and AAPG Board Chair Ian Sanderson (VIPs: MP, MLA and Board attendance recognition)		
10 am – 10:15 am	Health Break: Coffee & Tea with Spudniks		
10:15 am – 11:35 am Concurrent Sessions Option 1, 2 or 3	<p>Policing Commissions <u>EDUCATION & TRAINING</u> (Location: Cedar/Birch 2nd Floor) New Commission Member Orientation This is an attendee directed session that will discuss the role of a Police Commission, the basics of police oversight and governance, the structure of the municipal police service and board basics. Presented by: Micki Ruth</p>	<p>Policing Committees & Advisory Members <u>EDUCATION & TRAINING</u> (Location: Antons 1st Floor) New Member Committee & Policing Advisory Orientation This is an attendee directed session that will discuss the role of Policing Committees, the basics of police oversight and governance, the structure of the RCMP, board basics, and FOIP legislation. Presented by: Ian Sanderson, Chair AAPG</p>	<p>Experienced Members <u>EDUCATION & TRAINING</u> (Location: Poplar 1st Floor) The Role of the Chair How to run effective meetings, Chair communication, Address conflicts of interest, Selecting a Chair, Elections, and more! Presented by: John McDougall, Chair Edmonton Police Commission</p>
11:40 – 12:35pm AFRRC	<p>Lunch Buffet Choose your Sandwich, Soup and/or Salad * Location: Cedar/Birch Rooms; 2nd Floor 12:05 Presentation: Brain Saunders, Alberta First Responders Radio Communications System</p>		
12:35pm – 1:45 pm	<p><u>PRESENTATION</u> (Location: Cedar/Birch Rooms; 2nd Floor) Building Alberta’s Police Review Commission This presentation will provide an overview of the work underway to create the new Police Review Commission; an arm’s length agency that will intake, investigate, and determine resolutions to police complaints across Alberta. It will also highlight the process changes that most affect police governance bodies. Presented by: Members of the Alberta Police Review Commission Implementation team</p>		
1:45pm – 2:00pm	Health Break: Coffee & Tea with Cookies		
2:00 pm – 3 pm	Lethbridge Police Service Armoured Rescue Vehicle & K9 Demonstration: Located in the FRONT Parking Lot		
2:30 pm to 4 pm	<p>Lethbridge Historic Cemetery Tour for All Attendees + Banquet Guests <u>Must board the bus at 2:30pm.</u> Event is outdoors with walking approx. a KM & no rest rooms. Please wear comfortable shoes. Discover stories of Lethbridge’s past buried in the cemetery as you take a guided walk led by local historian, Belinda Crowson. OR Galt Museum on-your-own The Museum is a short walk south along the coulee at the rear of the hotel. Visit the interpretive area of the Museum. Entrance fee paid to visit anytime between 2pm and 4pm, allow 1+- hour</p>		
4:05 pm Bus 1 4:45 pm Bus 2	Bus from the Sandman Parking Lot to the Agri-Food Hub Banquet (Only 2 buses, please ensure you are on-time)		
4:30 pm Doors Open 5:45 pm – Dinner 7:00 pm – Keynote Speaker 8:30pm - 9:30pm Bus to Hotel	<p>BANQUET Extraordinaire; Lakeview Room of Agri-Food-Hub! NETWORKING: Taiko Drummers & Youth Musicians with Cash Bar/3 Drink Tickets provided per attendee. Coat room available. Silent Auction: <u>bid to take home your choice of Silent Auction Donations!</u> Buffet Dinner includes: <ul style="list-style-type: none"> Smoked Brisket, Miso Glazed Cod, Roasted Eggplant (vegan & dairy free), Fried Parmesan Brussel Sprouts, Jalapeno & Cheese Cornbread, Maple Sweet Potato Mash, Rice Pilaf with Sauteed Mushrooms & Green Peas (vegan), and Baby Spinach (vegan & dairy free) or Tuscan Pasta (vegan & dairy free) Salad to start. Crème Brulee, Chocolate Banana Bread Pudding, or Mixed Berry Granita (vegan & dairy free) to finish your evening! Keynote Speaker: Dan Jones, MSt “The Victim-Offender Overlap” Dan worked 3 years as a correctional officer and 22 years as a Police Officer; obtaining the rank of Inspector. He is currently a PhD Candidate with his focus of study looking at how research & evidence-based practice can create positive systems change. Bus to Sandman Hotel (8:30pm to 9:30pm, 3 trips, every 30 minutes, from the Agri-food Hub)</p>		

7 am – 8:30 am 7:45 am – 9:00 am	Breakfast Included with Hotel Room Only (All-day Coffee/Tea at Venue) Registration CEDAR room (2 nd flr), Sandman Signature, 320 Scenic Drive S., Lethbridge Alberta T1J 4B4	
8:00 am – 9:00 am	<p align="center">Annual General Meeting (Location: Cedar/Birch Rooms; 2nd Floor) <i>A representative from ALL AAPG Members should attend – see Agenda</i> Facilitated by: Ian Sanderson, Chair of AAPG</p>	
9:05 am – 9:30 am	<p align="center">Internal Evaluation Review (Location: Cedar/Birch Rooms; 2nd Floor)</p> <p>Governing bodies need to identify the effectiveness of their group and its individuals. The AAPG self-assessment/annual review tool provides Commissions and Committees with the ability to identify strengths and areas for additional training or discussion. Presented by: Shawn Cornett, Chair - Calgary Police Commission</p>	
9:30 am – 10:30 am	<p align="center"><u>PRESENTATION</u> Panel on Community Engagement; Gaining Input into Policing & Community Safety (Location: Cedar/Birch Rooms; 2nd Floor)</p> <p>Example programs on engaging citizens and multi-stakeholder partners in Policing priorities & Community Safety PANEL: Calgary Police Commission, Taber Police Commission, St Albert Policing Committee</p>	
10:30am – 10:45am	<p align="center">Break: Coffee & Tea with Cinnamon Buns</p>	
10:50 am– Noon Concurrent Sessions Option 1 & 2	<p align="center">Policing Commissions</p> <p><u>EDUCATION & TRAINING</u> (Location: Cedar/Birch Rooms; 2nd Floor) How to Review Police Policy Reviewing the many policies of the Police Service is a role of the Commission. How does the Commission tackle such a large job and collaborate with the service on new policy. Presented by: Edmonton Police Commission Policy Analyst</p>	<p align="center">Policing Committees & Advisory Members</p> <p><u>EDUCATION & TRAINING</u> (Location: Antons 1st Floor) Creation of a Policing Committee Ballpark costs, resources needed to create, challenges to organize, and Bylaw changes needed (if any). Presented by: Policing Committee Representative</p>
Noon – 12:45pm CIPSRT	<p align="center">Lunch Hot Buffet Italian Table Buffet * Location: Cedar/Birch Rooms; 2nd Floor 12:15 Presentation: Micki Ruth, the Benefits of CIPSRT</p>	
12:45 pm – 1:55 pm	<p align="center"><u>PRESENTATION</u> Role of Police Oversight & Why it Matters (Location: Cedar/Birch Rooms; 2nd Floor)</p> <p>While elected officials fund Police Services, they must refrain from providing direction to Police. Citizen Police ‘Boards’ provide the civilian checks/balances input regarding policy, community safety, and appropriate spending. Presented by: TBD</p>	
2 pm – 2:35 pm	<p align="center"><u>PRESENTATION</u> Indigenous Justice Centre Alberta (Location: Cedar/Birch Rooms; 2nd Floor)</p> <p>Who is the IJC (history of its creation/how it assists) and where are IJC located? (can any FN in the province be supported?) What is a Gladue Report and how is it used in Justice? Presented by: the Indigenous Justice Centre of Alberta</p>	
2:40 pm – 2:55 pm	<p align="center">Break: Coffee & Tea with Assorted Squares **SILENT AUCTION CLOSES</p>	
3 pm – 3:50 pm Option 1 & 2	<p align="center">Police Commissions</p> <p><u>ROUND TABLE DISCUSSIONS</u> (Location Cedar/Birch Rooms; 2nd Floor) Question & Answer and Sharing session Facilitated by AAPG Board Members</p>	<p align="center">Policing Committees & Advisory Members</p> <p><u>ROUND TABLE DISCUSSION</u> (Location: Antons; 1st Floor) Question & Answer and Sharing session Facilitated by AAPG Board Members</p>
4 pm – 4:45 pm	<p align="center"><u>PRESENTATION</u> Police Amendment Act Update (Location: Cedar/Birch Rooms; 2nd Floor)</p> <p>The status of Regulation: Provincial Appointment process, Public Complaints, Body Worn Camera implementation, etc. Presented by: Patrick Mears, Ministry of Law Enforcement</p>	
4:45 pm – 5 pm	<p align="center"><u>CLOSING ADDRESS</u> (Location: Cedar/Birch Rooms; 2nd Floor) Please fill out Evaluation Forms!</p>	



Alberta Association of Police Governance Minutes

Annual General Meeting

June 3, 2023

In-Person; Rocky Mountain House AB, 8:00AM-9:00AM

1. Call to Order

The meeting was called to order at 8:11am and quorum confirmed by attendee list. Instructions for the meeting motion protocols, speaking and voting were provided.

Voting Members in Good Standing Represented (14 of 37):

Calgary Police Commission	Taber Police Commission
St. Albert Policing Committee	Camrose Policing Committee
Blackfalds Policing Committee	Lacombe Police Commission
Rocky Mountain House Policing Committee	Town of High Level
Fort Saskatchewan Policing Committee	Grande Prairie Police Commission
Lethbridge Police Commission	Rocky View County
Edmonton Police Commission	Town of Barrhead

Voting Members in Good-Standing Not Represented (23):

City of Airdrie	Medicine Hat Police Commission
TsuuT'ina Police Commission	Northern Sunrise County
Innisfail Policing Committee	City of Red Deer Protective Services
Town of Whitecourt	City of Lloydminster
Blood Tribe Police Commission	Town of Cardston
Clearwater County Hwy Patrol	Lakeshore Regional Police Commission
Coaldale Police Advisory Committee	Town of Hinton
LaLaBiche Protective Services	Town of Leduc
Pincher Creek Advisory Committee	Town of Whitecourt
Olds Municipal Enforcement	Town of Devon
Brooks & Newell County Safe Communities	Town of Westlock
Ponoka Police Advisory Committee	

Associate Members Attending:

None

2. Approval of the Agenda

MOVED Taber and **SECONDED** Grande Prairie that the Agenda be approved as provided.

CARRIED

3. Approval of the AGM Minutes of April 30, 2022 AGM; held in St. Albert

The Annual General Meeting minutes were circulated. The spelling of Grande Prairie requires correction.

MOVED Grande Prairie and **SECONDED** Edmonton that the Minutes be approved as amended.

CARRIED

4. Business Arising from the Minutes

None noted.

5. Chair's Annual Report

The Chair, Rachel Hopf (Lethbridge Police Commission), brought welcome to members attending the AGM and thanks to the Town of Rocky Mountain House for hosting. Further transcribed, she provided a verbal report to summarize the work of AAPG since she became Chair.

Though the provincial elections required some last-minute changes to the intended Conference Program, Rachel reported we have a very full and exciting program over the next two days, and she is confident that everyone attending will leave with some new knowledge to share with their own communities, and likely some new connections to develop going forward, plus have some fun along the way.

During 2022, the Board of Directors saw Director Miles Thorson, of Medicine Hat Police Commission, depart the Board in December. He was replaced by Marco Jansen, also of Medicine Hat Police Commission. The Board also said goodbye to Director Werner Dressler of the Town of Fort Macleod in November. There are 6 seats available for election, three are vacant and three are incumbent. To-date we have ONE written nomination.

The Board of Directors met in Calgary in September for the purposes of developing a new strategic plan, our first since 2021. Wisely, we hired GovernEdge to help us through the process, and were able to develop a strategic plan for 2023 to 2026 that the Board is very confident in moving forward. Revisions to the Association Vision, Mission and Values were made, and were proudly displayed on the new signage seen at the AGM.

For those interested, the strategic plan can be found on our website, however, to summarize our strategic objectives for 2023-2026:

- Create a new robust communications system, that increases membership and engagement
- Create an AAPG certification program with curricular and reference resources
- Advocate for legislation that enables effective local police governance and oversight through clarity of roles, mandatory governance training, appropriate resourcing, and governance performance evaluation system.

Resulting from the Strategic Plan, the Board approved a vigorous Work Plan that includes, amongst many other targets, creation of a Best Practice Guide for the internal activities of Police Governance & Oversight groups (Commissions/Committees) and the updating of relevant resource materials, such as Policy Manual Templates and Oversight Standards. We hope all members are aware the current documents can be found on our website by clicking Resources. Changes in the office of Law Enforcement have slowed our pace of all the action items, but we look forward to engaging with Ministry members to jointly review the standards following the formation of the new government and the finalizing of Bill 6 regulations.

The goals of the Work Plan will increase the demand on our Executive Director and a need for additional funding to support, in part, the capacity to increase the EDs time. As such, the Board approved a request to the Minister of Law Enforcement to increase the AAPG Grant funding, effective April 1st 2023 through March 31st 2024, to \$100,000. We await a reply from the Ministry to initiate the ED's increased hours and some of the robust actions of the Work Plan.

In the meantime, the Board took the step of hiring a Conference Coordinator this year to assist the ED with the large job of planning this event. With this hiring and the lack of grant funds received yet for this period, we have deposited one of our Reserve GICs into Operating to cover the period, until we understand how much, if any, grant increase we will have. Every year the next years planning starts almost immediately following the end of each Conference. We believe one of the most valuable benefits of membership is bringing us all together for some education, topical information, and network sharing between communities.

In viewing the expansion of part-time capacity for our ED, the Board wants to see attention placed on communication to citizens about the role of Police Governance and Oversight, information distribution to AAPG members, and both AAPG education and advocacy doe education from the Ministry.

Further in 2022, some Board Members attended the Alberta Community Crime Prevention Association Conference, the Canadian Association of Police Governance Conference and the Alberta Municipalities Convention. As we are already almost mid-way through 2023, some Board Members have already attended the 2023 Alberta Community Crime Prevention Association Conference that occurred last month and are scheduled to attend the Canadian Association of Police Governance Conference later this summer.

The Board has continued to have representation on the Police Act Bill 6 consultations (while slow paced), ALERT-CAC, and the Alberta Interim Police Advisory Board. We have held several meetings with members of the Ministerial office regarding the need for Governance and Oversight training and review of stale-dated documents, which have been tabled until more details on Bill 6 are finalized.

Rachel acknowledged this will be her final year on the Board, with her term ending December 2023, and that she has thoroughly enjoyed her roles since late 2018 as a Board Member, Vice-Chair, and Chair. She took the opportunity to thank her fellow Board Members and the membership for allowing her to serve. She will leave at the end of the year knowing the Board and membership are in Ian's great hands going forward. In closing, Rachel expressed a desire to see most, if not all of the membership, join AAPG again in Lethbridge for the 2024 Conference and AGM.

MOVED Blackfalds and **SECONDED** Rocky Mountain House that the Chairs report be received.

CARRIED

6. Treasurer's Report

Presented verbally by Ian Sanderson. The Board has approved a 2023 budget that aligns with our aggressive Strategic and Work Plan and have made a request to increase Grant funding to \$100,000. Due to the election, we have not yet been advised if the Grant increase will be approved, as the April 1, 2023 through March 31, 2024 Grant Agreement has yet to be received, due to the work stop in the Ministry for the election. Once we understand what our grant funds will be, the Board will proceed with tackling new activities from our Work Plan. Since we anticipated not receiving our 2023 Grant funding on-time, due to the election, the Board voted in April to cash our \$54k Reserve GIC to ensure operational funds remain adequate. We still hold a \$30k GIC, so we are not draining our reserves to zero. Once our Grant funds are received, the Board will purchase a new \$50k GIC.

This fiscal year we ran a deficit budget, using prior year carry forward cash to balance the additional expense. We expect to see slightly lower than typical conference income for this event, due to cancellations related to dealing with the recent fires, which have impacted several of our member communities. The Board is alive to concerns with inflation and we have made some cost reduction strategies to maintain conservative operations while we await our grant funding.

The 2022 fiscal year financial statements, prepared as a result of the external financial review by MNP, were previously approved by the AAPG Board and were circulated in advance to the membership.

The members were asked if they had any questions and there were none.

MOVED Barrhead and **SECONDED** Lacombe that the Treasurers Report be accepted.

CARRIED

Appointment of 2023 External Financial Review

An RFP for Financial Review services was performed in 2019 and MNP was selected to perform the next four years of reviews. Treasurer recommends the membership approve MNP for the 2023 External Financial Review.

MOVED Rocky Mountain House and **SECONDED** Taber that MNP be appointed as 2023 Review firm.

CARRIED

7. Resolutions

The Chair noted that AAPG received the following four (4) proposed resolutions and these resolutions were distributed by email prior to the AGM.

a. **Bail Reform to Enhance Community Safety** (Edmonton Police Commission)

A friendly amendment was suggested by the Calgary Police Commission. Discussion on the amendment occurred and word-smith was resolved. It was noted that this Resolution will be provided to the Federal Government Minister and cc'd to the Provincial Minister.

THEREFORE BE IT RESOLVED THAT the Alberta Association of Police Governance advocate to the Federal government for legislative changes to the Criminal Code of Canada in respect to bail laws related to serious firearm-related or violent criminal offenses in an effort to enhance public safety. Changes to the bail system also need to consider and mitigate inequitable impacts to racialized communities who are over-represented in the criminal system. Background information was provided to explain the reasoning for the proposed resolution.

MOVED Edmonton and **SECONDED** St. Albert that the resolution be approved, as amended.

CARRIED

b. **Funding for Body-worn Camera Programs** (Calgary Police Commission)

THEREFORE BE IT RESOLVED THAT the Alberta Association of Police Governance advocate to the Government of Alberta should fund all of the start-up costs and a significant portion of the annual operating costs of body-worn camera programs through a new grant, to prevent the new directive from negatively impacting the other services offered by Alberta's police agencies.

Background information was provided to explain the reasoning for the proposed resolution.

MOVED Taber and **SECONDED** Edmonton that the resolution be approved.

CARRIED

c. **Provincial Mandate to Collect Race-Based Data** (Calgary Police Commission)

THEREFORE BE IT RESOLVED THAT the Alberta Association of Police Governance advocate to the Government of Alberta that there be province-wide standards established that require police services to collect race-based data on use of force, stops by police officers, and victims of police misconduct to provide a way for systemic issues that are having disproportionately negative impacts on an racial community to be identified.

Background information was provided to explain the reasoning for the proposed resolution.

MOVED Rocky Mountain House and **SECONDED** Edmonton that the resolution be approved.

CARRIED

d. **Oversight Systems Review between ASIRT and ACPS** (Edmonton Police Commission)

A friendly amendment was suggested by the Calgary Police Commission. Discussion on the amendment occurred and word-smith was resolved.

THEREFORE BE IT RESOLVED THAT the Alberta Association of Police Governance advocate to the Government of Alberta to conduct a review of the systems of oversight for both ASIRT and ACPS to assess how greater transparency, accountability and public confidence can be achieved.

MOVED Calgary and **SECONDED** Lacombe that the resolution be approved, as amended.

CARRIED

8. Election of Board of Directors for 2023/2025

AAPG Chair Rachel Hopf gave verbal process instruction, including confirmation of Notice of Call for Nominations on March 14, 2023, and confirmed the four (4) names of those nominated to fill the six (6) vacant AAPG Board of Director positions for a two-year term (2023/2025). Nominations from the floor were called for three times with no additional nominees. Hearing no other Nominations, the following candidates were declared elected as **ACCLAIMED** to the Board of Directors for the 2023/25 term.

Ian Sanderson – Incumbent

Lee Katchur – Incumbent

Marco Jansen - New

Lorraine Wesley – New

St. Albert Policing Committee

Camrose Police Commission

Medicine Hat Police Commission

Rocky View County

The new Board of Directors for 2023-2024 are:

Ian Sanderson	St. Albert Policing Committee
Lee Katchur	Camrose Police Commission
Marco Jansen	Medicine Hat Police Commission
Lorraine Wesley	Rocky View County
Rachel Hopf	Lethbridge Police Commission
T.J. Zhang	Calgary Police Commission
Gloria Brathwaite	Fort Saskatchewan Policing Committee
Shazia Amiri	Edmonton Police Commission
Dave McKenzie	Town of Barrhead

As current Chair, Rachel Hopf will be departing the AAPG Board in December 2023 and, as such, will be stepping down as Chair. As per the Bylaws, the Election of a new Chair will occur at the first meeting of the new Board, from within those Board members elected.

MOVED Grand Prairie and **SECONDED** Barrhead that the elections for Director be closed. **CARRIED**

9. Other Business

a. Membership Report

AAPG Chair Hopf verbally reported that we had no new members since our last AGM, but we had a loss of Chestermere. 23 individual invitations were mailed and emailed to communities who expressed an interest in membership, however, to date we have not received an application. We continue to promote membership to all Alberta communities.

a. Outgoing Director Recognition – we have no Board members departing at this AGM

b. Other member Identified Business – None

10. Location and Save-the-Date of the next AGM:

Lethbridge Police Commission will host the next AGM tentatively set for May 10th & 11th 2024. Councilor/Commissioner Jenn Schmidt-Rempel shared their excitement to host in their beautiful City and invited all to attend. Chair Hopf noted AAPG excitement to be back in Lethbridge, who last hosted in 2011.

Chair Hopf reported last year AAPG received several proposals to host the Conference & AGM. The Board decided all of the Proposals should have an opportunity, therefore each community was offered, and accepted, subsequent years. As such we have no Call for Requests for Proposal (RFP) this year. With all going well, the AAPG Conference & AGM in 2025 will be in Westlock, 2026 in Taber, and 2027 in Lacombe!

11. Adjournment

Motion to adjourn the AGM at 8:35 am

MOVED Rocky Mountain House and **SECONDED** Taber the annual general meeting be adjourned. **CARRIED**

Signature:

 Ian Sanderson
 Alberta Association of Police Governance



Annual General Meeting - Lethbridge

May 4, 2024 8:00 a.m. - 9:00 a.m.

AGENDA

Item	Action Required
1. Call to Order and Protocols	Quorum
2. Approval of the Agenda	Motion to Approve
3. Approval of the AGM Minutes of June 3, 2023	Motion to Approve
4. Business Arising from the Minutes	
5. Chair's Annual Report	Motion to Accept
6. Treasurer's Report a. External Audit b. Appointment of 2024 Auditor	Motion to Accept Motion to Approve
7. Resolutions: Four (4)	Motion to Approve
8. Election of Board of Directors (7 seats)	For Election by Members
9. Other Business a. Membership Report b. Outgoing Director Recognition c. Other Member Identified Business	For Information
10. Location and Save-the-Date of next AGM: WESTLOCK AB, Tentative Date May 30th & 31st	For Information
11. No RFP Call for 2026 Conference & AGM: Taber	
12. Adjournment	Motion to Approve

RESOLUTION 2024

To Give Police the Tools They Needs to Address Public Safety Concerns Related to Hard Dug Use in Communities.

Submitted by the Taber Municipal Police Commission
To the Alberta Association of Police Governance

WHEREAS, the Federal Government is abdicating on their responsibility to protect communities by not prosecuting simple possession of hard drugs, except in extenuating circumstances, and by promoting irresponsible drug policy under the veiled lens of establishing drug possession as a health issue, at the risk of public safety.

WHEREAS, opiate use and abuse has led to many overdose deaths in Alberta,

And whereas crime rates, criminal behavior, and violence is occurring due to cocaine and crystal methamphetamine use in Alberta,

WHEREAS, the Federal Government direction to Federal Prosecutions is a policy decision,

And whereas it is against the Controlled Drugs and Substances Act to possess hard drugs,

WHEREAS, no funding has been provided by the Federal government to deal with behaviors associated to hard drug use in communities,

And whereas a judicial diversion system is not in place for dealing with drug possession alternatively,

THEREFORE LET IT BE RESOLVED THAT the Federal Prosecution of Canda be directed by the Federal Government to increase prosecutions for simple possession of hard drugs in Alberta where appropriate, and provide a funded and resourced diversion model at court for Judges to offer drug addicts an option to divert from the criminal justice system.

Background

The policies of the Federal Government have decreased the ability of the police to ensure public safety in communities due to the new changes found within the Controlled Drugs and Substances Act (CDSA) and the subsequent prosecutorial direction from the Federal Government as found in the Prosecution Guidebook. As community leaders, and members of the silent majority, we should no longer remain silent and allow things to happen that may compromise community safety, so we need to speak out.

The Federal Government narrative shift towards possession of hard drugs to be considered a health issue has brought significant community safety impacts to our communities. There is no doubt that a trauma-informed policy associated with drug use and abuse needs to be addressed, and drug use is most definitely a health issue. With this said, hard drug use is also a serious public safety issue that can't be ignored by calling it something else. The Alberta Chiefs of Police recently conducted research in this regard and have put together a well-established,

and published, theory of change argument surrounding this topic that needs to be considered by the Government.

Hard drug use is a serious public safety issue as it relates to drugs being the currency of criminality. We also know that drug addiction drives crime. Until addictions are fixed, which will likely never happen, or alternative justice models are put in place to address addiction, which hasn't happened, there still needs to be consequences from the justice system for illegal hard drug possession. Without this tool the police have been handcuffed by the Federal Government, with little recourse to promote community safety.

The changes, brought about in the Public Prosecution Service of Canada Deskbook and the amendments to Section 10 of the CDSA, have effectively made simple possession of hard drugs in Canada permissible. A crime is not a crime unless it is prosecuted by the Prosecution Services of Canada, regardless of what the CDSA states, and we know that unless there are extenuating circumstances, it is an exception to prosecute for simple possession of hard drugs and not the rule i.e., cocaine and methamphetamine. As a result, most people found in simple possession of hard drugs will not face any prosecution as most charges laid by the police will simply be withdrawn by the Federal Crown.

This is not a slight on any Federal Crown Prosecutor who is simply following the direction of Ottawa. We are sure they are as frustrated as are the police officers in our province. This is about a policy decision that has not been made public to any great extent, nor have communities been given tools or funding to create the programs they say we should follow. As a result, we feel it incumbent to advocate this position to the AAPG, as part of our mandate as Commissioners of Police and to ensure public safety: the Federal Government is abdicating on their responsibility to protect communities by not prosecuting simple possession of hard drugs, except in extenuating circumstances, and by promoting irresponsible drug policy under the veiled lens of establishing drug possession as a health issue, at the risk of public safety.

Even a child knows that actions without consequences do not lead to a change in behavior. The Federal Government has removed the consequences for hard drug possession without, we would argue, really telling anyone, nor providing the alternative measures required, nor funding, to address the health issues. We ask that the AAPG stand with us and advocate for change as this motion resolves.

RESOLUTION 2024

Development of a Police Governance Course Submitted by the Edmonton Police Commission To the Alberta Association of Police Governance

WHEREAS one of AAPG's strategic goals is to create a police governance certification program complete with curriculum and reference resources, and,

WHEREAS Commissions and Boards across the province recognize that there is a significant public responsibility in providing governance and oversight over their police services and acknowledge that member contribution can be greatly enhanced by the delivery of a comprehensive orientation and training program, and,

WHEREAS local police governance can only be effective through role clarity, including mandatory police governance training with appropriate resourcing,

THEREFORE, LET IT BE RESOLVED THAT the AAPG call upon the Provincial government to develop a new comprehensive, Alberta focused, police governance course for Commissions and Boards using curriculum development experts from a post secondary institution who leverage current adult learning theory.

FURTHER BE IT RESOLVED THAT the Government of Alberta partner with both the Edmonton and Calgary Police Commissions to collaborate and use employee expertise for the initiative.

Background:

Currently, the Government of Alberta offers an online only Police Commission training program through the Canadian Police Knowledge Network (CPKN) which has not been reviewed or updated since its launch in 2015. This course is also only available online which assumes that the self-directed learning methodology is suitable for every individual's learning style and needs.

There are various principles or theories on how adults learn and coursework for governance bodies require changes to delivery that includes offerings through a variety of avenues such as in-classroom or group learning, as well as online.

The Edmonton Police Commission is vested in ensuring this project is initiated and successful. Accordingly, they are willing to commit a portion of funds for this project.

RESOLUTION 2024

Hosting Roundtable on Workplace Harassment and Bullying

Submitted by the Calgary Police Commission
To the Alberta Association of Police Governance

- WHEREAS** The RCMP and BC municipal police services have recently faced class action lawsuits over bullying and harassment in the workplace and police boards in Ontario have identified workplace harassment as an area of concern; and
- WHEREAS** Alberta's Occupational Health and Safety Act requires police services to prevent and address workplace harassment and bullying; and
- WHEREAS** Public allegations of workplace harassment in Alberta police agencies continue to arise despite efforts to address the issue;

THEREFORE LET IT BE RESOLVED THAT the Alberta Association of Police Governance should coordinate the hosting of a roundtable where the province, police commissions and committees, and police services can discuss challenges addressing workplace harassment and discrimination, share best practices, and develop recommendations for future improvement.

Background

Allegations of systemic bullying and harassment in the Calgary Police Service came to light in 2017. After significant work to address the issue, employee survey results show that employees still believe harassment is not being properly addressed and public allegations of cultural problems persist.

Recent class action lawsuits brought forward by female police officers against the RCMP and BC municipal police services demonstrate that cultural issues with bullying and harassment are not unique to Calgary. Police boards in Ottawa and Toronto have also identified a need to address this issue within their police services.

In 2021, a roundtable was held with police services across Ontario to discuss a more coordinated approach to bullying and harassment in policing. Hosting a similar event in Alberta would allow police commissions, police services and the province to focus on this issue more collaboratively.

Given that work is still ongoing to update *Alberta's Police Service Regulation* and to create the new Police Review Commission, a roundtable would also be an opportunity to provide input into how the province can better support local agencies in fostering culture change.

As the Alberta Association of Police Governance has limited resources, the intent of this resolution is that the association would take a leadership role in forming a committee of people from police commissions and police services to then organize and facilitate the roundtable.

RESOLUTION

Public Complaints Directors for Policing Committees and Police Commissions in Alberta

Submitted by the St. Albert Policing Committee
To the Alberta Association of Police Governance

The Government of Alberta has signaled its intention to eliminate the Public Complaints Directors positions for Policing Committees and Police Commissions and create the Provincial Review Agency for Public Complaints against Police as a part of the *Police Amendment Act Regulations* to modernize and bring transparency and:

WHEREAS AAPG recognizes the importance of local Civilian oversight and Governance to build public confidence in Policing.

WHEREAS Policing Committees and Police Commissions in Alberta provide the linkage between the Community, the Police and Municipal Government through citizen oversight and governance.

WHEREAS a community based nonpartisan contact that can receive citizen complaints, expressions of concern or general questions relating to local policing, provides a safe point of contact for those that may have anxiety about directly contacting the Police or a Government Review Agency.

WHEREAS Public Complaint Directors for Policing Committees and Police Commissions have provided a valuable service to their communities by receiving, assessing, and referring complaints or concerns for appropriate and timely resolution at the lowest possible level.

THEREFORE, LET IT BE RESOLVED THAT AAPG opposes the elimination of Public Complaint Directors for Policing Committees and Police Commissions in the Province of Alberta through the *Police Amendment Act Regulations*.

THEREFORE, LET IT BE FURTHER RESOLVED THAT AAPG requests guidelines be developed to ensure the Public Complaints Director has the required knowledge, skill sets and updated training for the position.

Background

The stated purpose of the Police Amendment Act and Regulations is to modernize policing in Alberta. One of the hallmarks of modern policing is transparency and strong civilian oversight and governance. This is in line with the principles of modern Policing: The Police are the community, and the Community

are the Police. Over the past few years, there have been many calls to defund the police and there has been an erosion of the public trust of the police.

The Government of Alberta has announced the formation of the Public Review Agency, that will investigate all public complaints against the police in the Province of Alberta. The Government has also indicated during consultation for the *Police Amendment Act Regulations*, of its intent to no longer authorize Public Complaint Directors for Policing Committees and Police Commissions.

The ability for a member of the public to make a complaint or raise a concern to a local Committee or Commission, is a valuable linkage for the public and helps to build trust in the complaints process within a community. Many who have concerns with police conduct are marginalized and or lack trust in the Police or large Government organizations. The ability for Committees or Commissions to receive complaints allows persons to be heard in their community. The professional handling, in confidence, of those concerns or complaints by a Public Complaints Director, allows those concerns to be addressed at a local level and guided towards the appropriate handling of the matter.

The Government of Alberta is recognizing the valuable role Policing Committees and Commissions have, through the *Police Amendment Act* and the forthcoming *Regulations*. Committees and Commissions are a vital conduit between the Community, the Police and local Government. By having the legislated ability to receive complaints and ensuring they are forwarded for proper investigation or response, the connection to the community as an impartial body is enhanced. The loss that ability can be seen as sending the wrong message to the community as to how open the Police are, and certainly would impact those with a greater lack of trust in the police or those that are marginalized within a community.

The current training for Public Complaints Directors is dated and in need of revision. Due to the importance of the Public Complaints Director position, robust training and selection criteria are key.

The St. Albert Policing Committee and the Camrose Police Commission believe that the elimination of Public Complaints Directors will not enhance public trust or provide a mechanism for the marginalized to be heard. We feel that the position of Public Complaints Director should be enhanced and used as a conduit to the Public Review Agency or local Police for appropriate and timely resolution. This would include reporting to the Police and the Review Agency to show transparency and help to build further trust in the process.