



"F" Division Reconciliation Strategy 2019-2026

"F" Division RCMP
April 2019



"F" Division Reconciliation Strategy: Background

The relationship between the Indigenous people of Saskatchewan and the RCMP is a top priority for "F" Division. We are greatly committed to Reconciliation and establishing a renewed relationship built on trust and understanding. The first step in this journey is to understand what Reconciliation means to the Indigenous people we serve and to approach it in a way that is meaningful to them.

Consultation

Reconciliation is meaningless if we approach it from our perspective alone. We must remove all assumptions and understand what it truly means to Indigenous people and understand how they see it evolving as we move forward together.

The consultation plan was designed to consider a variety of Indigenous perspectives on the RCMP and Reconciliation, and to ensure these are the basis for our strategy. Consultation efforts included:

1. Direct conversations about Reconciliation between "F" Division Indigenous Policing Service (IPS) and the Indigenous people and groups they serve.
2. A consultation question about Reconciliation sent directly from the Officer in Charge (OIC) of IPS to all Indigenous Chiefs in the Province.

3. Meetings between our Indigenous Policing Liaisons and Elders in various Indigenous communities throughout the Province.
4. Information sessions about Reconciliation with students and teachers at the First Nations University of Canada and University of Saskatchewan.
5. Information sessions about Reconciliation with Indigenous students and teachers at Saskatchewan Polytechnic.
6. Meetings with students and teachers about Reconciliation at several public schools in the Province.
7. Conversations about Reconciliation with leaders at the Federation of Sovereign Indian Nations (FSIN), The Office of the Treaty Commissioner, and Métis Nation Saskatchewan.

The result was a list of comments from Indigenous people and leaders in Saskatchewan (see Appendix 1) that outlines some very important considerations, including: the definition of Reconciliation from an Indigenous perspective, a number of things we are doing wrong, a number of things we are doing right, and some new and innovative ideas that could potentially be implemented. The common message being that our efforts are appreciated, however, there is much more work to be done.



"Keep treating Indigenous people as partners. Keep knocking at our doors 'just for a visit' and we will invite you in for tea and bannock sooner or later. Don't give up on us even if we turn you away a few times. By being invited in for tea and bannock, we accept you as a friend. This must not be taken lightly."

Anonymous resident from Beardy's First Nation



Current Reconciliation Efforts

Some of the Reconciliation efforts already in place include, but are not limited to:

-Strengthening relationships with Indigenous communities through regular reporting, meetings, collaboration, and increased engagement. This includes working directly with communities to understand and address policing concerns in their areas. Indigenous Policing Services (IPS) Unit

fosters relationships with Indigenous communities by liaising between the RCMP and the communities, while exploring and encouraging opportunities to work together.

-The Commanding Officer's Indigenous Advisory Committee holds regular meetings to provide insight and advice to the Commanding Officer on issues that affect Indigenous people in Saskatchewan. The committee is made up of representatives of Indigenous and Métis communities across Saskatchewan.

-Quarterly meetings with the Federation of Sovereign Indigenous Nations (FSIN) have facilitated a consultative relationship that has led to further opportunities such as incorporating FSIN into our in-service cultural training.

-Indigenous and First Nations perceptions training provides our employees with an understanding of the history behind why Indigenous communities hold certain perceptions, creating a greater understanding of the perception. The training includes the Kairos Blanket Exercise, which has been developed in collaboration with Indigenous Elders, knowledge keepers, and educators to foster trust, understanding, and respect amongst both Indigenous and non-Indigenous peoples.

-The Eagle Feather initiative is working towards meaningfully obtaining and affirming the Eagle Feather in all "F" Division detachments that police Indigenous communities. Incorporating the Eagle Feather into the justice system is an important step towards Reconciliation.

-The RCMP prioritizes the proactive recruitment of Indigenous persons to ensure the force is more representative of the communities we serve. We also offer support and mentorship to cadets to increase success rates.

-Pre-Cadet Training Program and Depot Youth Camp offers Indigenous teens and young adults to get an inside look at the life of a police officer. This training runs three weeks and is based around the Depot training environment.

-Nine communities in Saskatchewan have implemented the Community Cadet Corps program. The program attempts to direct at-risk youth away from gang involvement and provide them with a sense of self-worth, belonging, and pride.

-"F" Division continues to support the Missing and Murdered Indigenous Women and Girls (MMIWG) Inquiry by working with the national MMIWG team, speaking with the families affected by MMIWG, and building stronger relationships with people affected by MMIWG

through actions such as holding our Round Dance for Missing and Murdered Indigenous Persons. Further to this end, we created and implemented the Saskatchewan RCMP Family Guide for further guidance and support to families of homicide victims or missing persons.

-Expansion of the Community Familiarization Program to ensure new members at detachments become familiar with the unique history, culture, and traditions of the First Nations communities in the detachment area.

National Reconciliation Efforts

The RCMP, as an organization, is undertaking a number of activities to work towards Reconciliation. Commissioner Brenda Lucki recently issued an official apology on behalf of the RCMP at the MMIWG Inquiry. This was supplemented by the release of a list of Concrete Actions of Reconciliation that will move the RCMP forward from the Commissioner's apology in to action.

The RCMP also has a National Reconciliation Mobilisation Strategy that is headed by the National RCMP-Indigenous Relations Services (RIRS), which is responsible for the strategy, which includes:

- Developing and evaluating practical and culturally competent policing services that are acceptable to Indigenous people.
- Consulting with Indigenous organizations so policies and programs reflect their needs.
- Promoting and encouraging the recruitment of Indigenous people within the RCMP.
- Developing and delivering proactive and preventative programs specific to Indigenous communities.
- Developing community capacity to prevent crime through social development initiatives.

As regular assessment of Reconciliation efforts is essential to the success of these efforts, we are working with the RCMP National Survey Centre to ensure questions about Reconciliation are included in the public surveys as well as the partner and stakeholder surveys conducted on a yearly basis.



"F" Division Reconciliation Strategic Objectives

Reconciliation Defined

Our project team analyzed the consultation information and accepted a definition of Reconciliation that reflects the information provided by the Indigenous people we serve: **Recognizing the truths of the past and our shared history; respecting and embracing the Indigenous culture, beliefs, and history; and continuing to build our relationships with Indigenous people and partners.**

Reconciliation Objectives

Once we accepted a definition of Reconciliation that is meaningful and based on the information provided through consultation, we used that as the foundation for creating our objectives. Our project team analyzed how to move forward on Reconciliation and developed a number of strategic objectives to further deliver on our commitment to Reconciliation.

1. Increase the representation of Indigenous people in the Saskatchewan RCMP.

Specific actions we will undertake to achieve this are:

- a) Create and implement an Indigenous Women's Advisory Committee to provide guidance and support to the Saskatchewan RCMP on issues that affect Indigenous people in our province.
- b) i. Engage, support, and participate in Indigenous events where members can actively speak with those interested in policing.

ii. Provide Indigenous partner agencies with recruitment materials and follow up with Indigenous candidates that have expressed interest in programs such as: Depot Youth Camp; Pre-cadet Training Program, and the Bold Eagle program.

- c) Collect and analyze Indigenous employees' perspectives on retention and recruitment.

2. Improve communication to create further awareness of our Reconciliation efforts.

Specific actions we will undertake to achieve this are:

- a) Utilize community partnerships to communicate our Reconciliation efforts and messaging.
- b) Create promotional information to communicate our Reconciliation efforts.
- c) Explore opportunities to partner with developing or established community-based Reconciliation groups.
- d) Explore the possibility of Annual Performance Plan (APP) mandatory inclusion of Reconciliation or Indigenous engagement for all detachments. Engagement will include conversations about the past and how we can learn from them to build a stronger relationship into the future.

3. Enhance internal support of Reconciliation through leadership, communication, and education and participation in cultural activities.

Specific actions we will undertake to achieve this are:

- a) Create posters to be displayed in all detachments to prominently display our Reconciliation commitments and encourage participation in Reconciliation activities.
- b) Find ways to further support the MMIWG recommendations and the Truth and Reconciliation Committee (TRC) recommendations.
- c) Seek new opportunities to speak about and educate RCMP employees about Reconciliation during existing training sessions.



"F" Division Reconciliation Strategy: Continuous Improvement

We know Reconciliation is a long-term commitment that will shape what we do for years to come and we have taken a number of steps to ensure this strategy is given the commitment required to keep it going. We also continue to take steps towards Reconciliation in every positive interaction we have with an Indigenous person.

To ensure Reconciliation gets the attention that it requires, we will report on the progress of this strategy and Reconciliation to the "F" Division Executive Committee (DEC) on a quarterly basis. This will include a review of Indigenous perception metrics that are a part of the Commanding Officer's divisional priorities.

We have also created a poster that outlines our Reconciliation commitments. This poster will be distributed to every RCMP detachment and unit in the province. It will serve as a reminder of our commitment to Reconciliation.

We will continue to adapt our approach regularly to ensure "F" Division is evolving based on the environment in which we operate. This is a multi-year approach, so our approach will be reviewed annually and new initiatives will be created as needed to address emerging concerns.