



June 29, 2022

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MLA, MONFWI

Oral Question 1138-19(2): RCMP Violence Against Indigenous Women

This letter is in response to the Oral Question you raised on June 01, 2022, regarding the Royal Canadian Mounted Police (RCMP) and violence against Indigenous women. You requested that a response be provided regarding RCMP training and practices on preventing police brutality, working towards reconciliation, and improving cultural awareness and sensitivity in engaging with Indigenous peoples and communities.

Training and Accountability

The RCMP have numerous mandatory training courses they are required to participate in. Mandatory training is monitored at the Commanding Officer level for compliance, tracking, and reporting back to National RCMP Headquarters. Mandatory anti-racism training, developed with external experts, was launched in summer 2021 for all RCMP employees. The RCMP leadership curriculum for senior managers and leaders provides training to support addressing unconscious bias, anti-racism, and anti-discrimination efforts. Additionally, all officers undergo mandatory crisis intervention and de-escalation training, which includes determining when and how these techniques should be used. These training efforts complement what cadets learn at the RCMP Training Academy, as well as other training offered in RCMP divisions and detachments.

Examples of some mandatory RCMP training courses include:

- Crisis Intervention and De-Escalation Course
- Critical Incident Stress Management Course
- Cultural Awareness and Humility Course
- Understanding Excited Delirium Course
- Recognition of Emotionally Disturbed Person Course
- Using a Trauma Informed Approach Course

RCMP officers use the Incident Management Intervention Model when interacting with the public. The Incident Management Intervention Model emphasizes communication and de-escalation.

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RCMP member conduct is guided by the [Code of Conduct of the Royal Canadian Mounted Police](#) (the *Code*). RCMP members are subject to the *Code* both on and off-duty, in Canada and abroad.

Establishing and maintaining trust in police requires accountability mechanisms. If there are concerns regarding a member's behavior, public complaints can be made at the local detachment or online. In the Northwest Territories (NWT), local complaints are generally investigated by a senior RCMP Officer within "G" Division. Individuals can also make their complaints directly to the independent Civilian Review and Complaints Commission (CRCC) if they do not want to make the complaint directly to the RCMP, or if an individual is not satisfied with the results of the RCMP investigation into a complaint. The CRCC is not part of the RCMP; it is an independent agency created to ensure that public complaints are examined fairly and impartially. The CRCC will provide the person who made the complaint with a report on their findings.

Also of note, RCMP "G" Division has recently established an external review committee for sexual assault investigations. The Sexual Assault Investigations Review Committee (SAIRC) has met 6 times over the last year. SAIRC has full access to select RCMP sexual assault investigation files and reviews them in order to make case-specific or broad-based recommendations regarding the RCMP investigation, increasing accountability within the investigative process.

Cultural Awareness and Reconciliation

Over the past number of years "G" Division has worked on promoting cultural awareness and education between RCMP members and Indigenous communities to advance reconciliation, as is exemplified by the joint development of Community Action Plans with community-based policing priorities. Additional work in this area includes:

- The "G" Division Annual Performance Plan (APP) which provides direction on and identifies initiatives aligned with the obligations of their Reconciliation Strategy. The APP tasks every detachment with completing a reconciliation-based activity within the community they serve and reporting this activity in the plan.
- The Commanding Officer's Indigenous Consultative Committee (COICC) consists of nine Indigenous elders from throughout the NWT, and meets twice a year. One of the top recommendations they have brought forward was to establish the cross-cultural training RCMP employees receive when they start employment in "G" division

detachments. Another recommendation focused on the recruitment of local Indigenous applicants and employees, including showing known local RMCP members in recruiting publications.

- “G” Division and the Government of the Northwest Territories (GNWT) share a core objective of meeting the Calls for Justice from the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls. To respond to the Calls for Justice in the context of safety and cultural understanding, “G” Division has undertaken a number of measures including supporting Safety Cooperation Protocols. The Protocols establish a trusting and reciprocal relationship with the goal of either preventing or resolving situations, disputes, and community crises at the earliest possible opportunity. The Protocols are valid for three years. Currently “G” Division has Safety Cooperation Protocols underway or completed with the following:
 - Dene Nation
 - Inuvialuit Regional Corporation
 - Northwest Territory Métis Nation
 - Gwich'in Tribal Council
 - North Slave Métis Alliance

The Department believes that these initiatives will increase community safety, build trust between Indigenous peoples and the RCMP, and assist with the valuable work of reconciliation in the Northwest Territories. The Department will continue to work closely with “G” Division to ensure that these objectives are prioritized.

Thank you.



R.J. Simpson
Minister, Justice

- c. Clerk of the Legislative Assembly
Deputy Minister, Justice
Legislative Coordinator, Executive and Indigenous Affairs