

**From:** "Johnston, Sadhu" <Sadhu.Johnston@vancouver.ca>  
**To:** "Direct to Mayor and Council - DL"  
**CC:** "City Manager's Correspondence Group - DL"  
**Date:** 6/8/2020 8:20:39 AM  
**Subject:** FW: Questions re VPD

Good Morning Mayor and Council

Please find below answers to some Councillor questions of the VPD.

Best

Sadhu

**Sadhu Aufochs Johnston** | City Manager  
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Pronouns: he, him, his



*The City of Vancouver acknowledges that it is situated on the unceded traditional territories of the Musqueam, Squamish, and Tsleil-Waututh peoples.*

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**From:** CHOW, Howard (VPD) [mailto:howard.chow@vpd.ca]  
**Sent:** Sunday, June 7, 2020 6:48 PM  
**To:** Johnston, Sadhu  
**Cc:** Palmer, Adam  
**Subject:** FW: Questions re VPD

Hi Sadhu, Please find below our response to questions posed by Councilor Boyle. Please let me know if you need anything further.

### **VPD response regarding racism, training and body-worn cameras**

The VPD strives to reflect the community it serves. Our diversity is amongst the highest for major police departments across North America: 26 per cent of sworn officers are female and 26 per cent are ethnically diverse.

The VPD does not hire officers from other agencies with performance issues. This includes incidents related to excessive or unnecessary use-of-force and/or other complaints. There is extensive screening for applicants that identifies and weeds out potentially problematic candidates. Recruiters also screen for biases that applicants may have. The selection process is more rigorous and comprehensive than most all other occupations.

Police officers receive extensive training at the Justice Institute of BC, which provides standardized training for all police officers in B.C. However, VPD officers also receive additional in-house training and training developed by external, experts and consultants. This amounts to more than 200 hours of training for new recruits that is above and beyond what is offered at the Justice Institute.

Specifically for fair and impartial policing, the VPD has implemented mandatory 'fair and impartial policing' training, for all frontline members. This training was developed by the provincial government and is based on leading training practices from abroad. The objective of the training is to help police officers recognize "implicit-

bias” and develop skills and tactics to reduce the influence of bias on police practice. The training provides specific focus on the effect of bias on Indigenous and Black communities.

Further, the Province of BC has developed provincial policing standards, that all municipal agencies have to abide to, that promote unbiased policing.

Police departments throughout North America have been studying the use of body-worn cameras for a number of years. To date, we are only aware of one police agency in Canada that is considering a full deployment of this technology to all operational officers. The VPD has researched the use of body-worn cameras as far back as 2012 and as recently as 2018.

The technology has not been adopted by almost all Canadian departments for a number of reasons. Their use remains largely cost prohibitive, as it requires significant capital and infrastructure costs to allow for data storage, maintenance and equipment. There are also other issues with the technology that make the issue complex: the cameras provide a specific view that is unlikely to convey the totality of the situation; and there are privacy considerations for members of the public. Although, we have extensively reviewed body-worn cameras in the past, we are always open for discussions on the viability of its implementation. A significant hurdle will undoubtedly be the extraordinary costs.

There are several, important initiatives specific to B.C. that provide mechanisms for police accountability. In fact, the level of oversight of police in B.C. is unmatched by any other profession. The VPD fully supports all of these mechanisms that ensure police are accountable for their actions and accountable to the community.

Aside from police oversight provided by criminal law, civil law, and the media, the VPD has independent, civilian oversight from the Vancouver Police Board, the Office of the Police Complaint Commissioner, and the Independent Investigations Office (IIO).

Howard

Regards,

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**From:** Boyle, Christine  
**Sent:** Monday, June 01, 2020 8:31 AM  
**To:** Johnston, Sadhu  
**Cc:** Councillors - DL; Zaenker, Anita  
**Subject:** Questions re VPD

\u-257 ?Hi Sadhu,

I've been getting a number of requests for information about what the VPD is doing to combat racism and white supremacy internally. I'm sure there are things they are doing, but I don't have enough information to answer fairly and fully.

Could the VPD, in light of the growing conversation around this, send us information we can share publicly about their policies and officer training programs related to dismantling racism? And what processes of accountability are in place? Below are some of the more specific questions I've received that it would be helpful to have answered as part of this.

Thanks,  
Christine

What policies protect communities of colour here in Vancouver?

\*Does the Vancouver Police Department have a policy not to hire officers who have been fired from other jurisdictions because of excessive use of force and other complaints?

\*Does Vancouver require the use of body cameras? And what policies govern their use?

\*Does Vancouver have a robust anti-racism program in training all officers? If so, how, and with whom, was this program developed?

**Councillor Christine Boyle**

CITY OF VANCOUVER

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