

LANGUAGE

- The language is problematic – it must reflect the use of our own policy law and legal perspective with the power of authority resting on the communities.
- “Is there a better choice of wording?”
- When I see languages that say “exercising authorities in police services” - if a draft was formed from these elements, I would actually advise my council not to sign it because of the language. It is not a partnership when signing authority over someone.
- It came to my attention, most of the First Nations speak in English or their first language, and in this meeting, we have this right here in the forefront, where some are speaking French and those who speak English don’t understand, so that is what our First Nations community deals with, is the language barrier.
- Some communities have two or three dialects in their language. Keep it simple, clear and direct.
- There is a template with the child and family services act, where the language in that legislation acknowledges jurisdiction and the capacity of First Nations to do what’s best for their people. This has been tested in court and I would like to see more of that.
- The tone in the legislation has to be clear that we are equals, the actions have to show that, otherwise you are going to have the power imbalances play out in the resolutions.
- The language has to commence with the needs of each community.
- Any language around a province exercising their authority is problematic, its exercising authority over you.

MISTRUST – NOTHING HAS CHANGED

- Going through the elements for me, was just reaffirming one way of doing things, and putting a brand new cover on it. At the end of the day, nothing is changing.
- Nothing has changed since meeting with ministries and essential services communication. They want to be able to submit questions, be heard and see the changes implemented and be heard by all ministries and provinces.
- We asked to be recognized as an essential service, and now there is kind of a solution, but does it dot all the i’s and cross all the t’s? Probably not.
- I don’t think you will get funding agreements when the principle of respect isn’t there. I see red flags across the board here.
- The First Nation policing program set out to grow policing, but it did not do it. The program wasn’t doing what it was supposed to be doing. We are still in the same place.
- We know the channels are working between the feds and provinces, but I don’t see any true co-development processes here. It seems as though we are going backwards which is concerning.
- I’m scared for tomorrow. We’ve been talking for the last 3 years.
- Elections are coming and there are fears this is all talk and nothing will change.

EQUALITY AND SOVEREIGNTY

- I would like to see the opportunity for other First Nations to exercise authority and draft their own law.
- The funding is one thing, the legislation is another - give them the power to save our people.
- At the beginning everything was in sync and then it came to sovereignty and jurisdiction.
- I don’t think it's a partnership when exercising authority. It's impossible to come to solutions when they can pull

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the trigger on the funding or their authority at any moment. To rank the province above First Nations is not a solution.

- The challenges are that we are not on par with the RCMP, we don't have proper facilities and detachments.
- We follow something that exists, that really doesn't belong to us. We try to mirror it and add in our ways, when we should be developing things the way we see it.
- The goal is we are all sovereign.
- We have people from across the country coming and saying we don't want the RCMP or OPP, we want to be responsible for our own communities and to provide the services we have been asking for.
- There needs to be more autonomy and encouragement for communities to write their own laws that are best supporting them and their cultures.
- Will the legislation provide solutions and not just dictate on behalf of all the provinces and territories? This should be more inclusive and not just the parties in government making the decisions.
- Communities should get to speak and ask how to get better recognized as essential services.
- It is about salary and benefits. When we sit around the negotiating table, is it fair game?
- You can say anything you want on paper, but unless there are equals, there will be imbalance.
- We look to the two levels of government asking for help and we get delays or there isn't clarity so we don't know who is going to be looking out for our best interest.
- I have a lot of issues with the police act - my community is not a community that will be under anyone's jurisdiction, they will never be under acceptance of that.

RECRUITMENT AND RETENTION

- First Nations police officers are underpaid, and under resourced, so won't stay.
- At the end of the day, we are able to police ourselves. We can. But recruitment and retention is a big issue across the country.
- Recruitment and retention should be part of the discussion and to change the stereotypes and underpaid resources within the surety of Quebec and federal governments.

DECISION MAKERS NEEDED AT THE TABLE, COMMUNITY CONSULTATIONS AND TRUE PARTNERSHIPS

- The parties negotiating these agreements should be directly involved.
- There are not a lot of Chiefs or Councils that are participating and at the end of the day, they will be the ones to say yes or no to legislation.
- I just don't see the leadership from our communities participating as much as they should - it is imperative that they do.
- Each community is unique - I could never say I can go here or there and provide these services - but working for my own community I know that I can.
- Let's make it sound like a true partnership. Rather than going in and telling our community what they need, ask them what they need.
- "How do we get those people to the table?"
- How are we securing a proper genuine input from First Nations is the bigger question here?
- I think community members need to participate so they can hear and understand what is going on.

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- Maybe ILDI or the feds need to make the invitations to the communities. I know there are 600 communities out there but they need to be met with and actually heard.
- We should have 22 leaders and the communities that want their own police forces, and they should be around this table.
- “In treaty 1 territory, during my time as chief, to work collectively was a difficult task in itself, but we managed to achieve, through the battle of getting the chiefs to come together.”
- It would have been easier going to one area, we would have shown one voice, but with us being split in these engagements, we are all from small First Nations communities with a small voice.
- Leadership needs to be present prior to going to the supreme court and implementing laws.
- People with signing authorities need to be part of the First Nations police.
- Things have to improve, leadership of communities are not involved and it's very disappointing.
- There are 22 standalones in Quebec and all leaders should be beside them and should be present to advocate for each region.
- What happens to the new generation if things are not updated? We just want to be treated normally, why is everything broken down and why is our leadership not present during these sessions.
- We participate because it's important to us, because our community is important but we don't have the leadership participating.
- We definitely need to have nation to nation discussions. All of these different organizations, but these decision makers need to be brought up to speed, they need to understand that it's about opening up lines of communications.
- We have the federal side, we have the provincial side and we have our side, and at the end of the day, we can all admit that it's taken a long time. I've heard people talking and if people really meant what they said about reconciliation, it shouldn't take this long. Everyone should be going to bat to get things to happen.
- Quebec should be more in this dialogue. What's their game plan? If we are going to be transparent, all stakeholders have to be at this table. Right now, we only hear our voices. Quebec ... are you buying into this? Are you going to give us this jurisdiction? It's like they are just taking intel and using it against us. It's always been an issue with transparency with the 52% and 48%.
- Community Consultations - Every nation is at a different phase. There are different perspectives in each province, especially with readiness.
- The language around collaboration and in terms of the process, should reflect that everyone is equally invested. We want our partners at the table, we want to fix and rebuild the trust so we trust that our partners are in it with us

STRATEGIC LONG TERM PLANNING

- A five year transition to negotiate all agreements will allow for expansion of new police.
- We need stability and long term predictable funding.
- Two year agreements do not work. We need long term contracts in place that stick and remain for the better.
- Most police forces in Quebec are understaffed - so there is always a problem with staffing and funding. I would think that in the legislation that you would have to be able to have an increase annually, and a timeline, along the lines of putting in a counter if you will, so that the administrative body would be the one talking with the funders, in year 3 or 4, so when the expiration comes, you'll already have a new agreement ready to go.

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- I don't think people understand the process that we have been going through. They talk a lot about what their needs are, but from self-administered police service, we are looking to become more sustainable. To be better resourced and have predictable funding. We need to strategically plan - not for 1 year or 5 years but for the long term.

GBA+ REFERENCE POINTS

- Sadly, too many women and kids have died because of the problem of the legislation, too many obstacles to get help fast for example in cases of murder-suicide situation across Quebec.
- There were a lot of people who could be saved, but many people have died (men, women, kids), due to no access, not enough resources. The funding is one thing, the legislation is another - give them the power to save our people. It comes back to power - we need equal partners.