

Rama First Nation Engagement on the Proposed Elements for Federal First Nations Police Service Legislation

Date: March 5th 2024

Location: Casino Rama

(5899 Rama Rd, Orillia, ON)

In Attendance: 43 people attended (11 virtual / 32 in-person) representing the following:

- Councillor
- Chief of Police
- Inspector
- Indigenous Policing Bureau
- Communications
- Consultant
- Policy Analyst
- Chief
- Members representing Community Police Service Boards
- Director of Justice
- Police Service Advisor
- Band Manager
- Peacekeeper Coordinator

Welcome and Opening Remarks

Elder Stephanie Sandy acknowledged the community and the growth of the Rama First Nation. She noted that this is an important meeting for Indigenous people, working together for the well-being of communities.

Dennis welcomed and thanked everyone, and sang a morning prayer song.

Lorraine Mckay opened with a land acknowledgement and mentioned that the conversations have been enlightening so far. She noted that policing is very important, and that racism is a big issue. She is proud of the police system in her community. Her community has a lot of grief and trauma to heal. Restorative justice started 25 years ago, and in the beginning it was hard to have police there, but now they have their own service that is helping a lot. There have been many challenges over the years, and she thanked everyone for making the changes that are needed.

Presentation – Chris Moran, Asistant Deputy Minister, Public Safety Canada:
https://ildii.sharepoint.com/sites/ILDIArchive/Shared%20Documents/EXECUTIVE%20TRAINING/2024/APPROVED%20Proposals/FN%20Policing%20Legislation/FN%20Policing%20Leg%20-%20Documents/IAB_IPTF_PS%20Presentation%20ILDI%20Engagement.pdf

Elements to Inform the Legislation

1. Context

Discussion Question

The context emphasizes that the federal legislation should recognize and support First Nations police services with funding and foster effective partnerships between First Nations, the Government of Canada and the province/territory. Are there other concepts that you feel need to be included in the context to properly set the tone of this envisioned legislation?

Participant Responses

- *I was just wondering how C92 interplayed into this?*
 - I don't know if there is an immediate connection between these. I couldn't say that they're linked other than that it's a federal legislation being developed in collaboration with First Nations.
- *With this legislation, will it have any impact on First Nation police, to enforce bylaws and First Nation laws?*
 - The legislation is about providing sustainable funding for First Nation police services. The issue is not about enforcement, it's about how the bylaws are set. Justice Canada and Indigenous Service Canada

are working together. There is Manitoba Keewatinowi Okimakanak (MKO) working with the province of Manitoba to set the provincial by-laws.

- In Ontario, there is The Office of the Independent Police Review Director (OIPRD) providing oversight. How do you think we can be more embedded within a similar approach within the oversight?
 - Province: Under the federal law it would complement The Community Safety and Policing Act (CSPA). Funding under federal policing, would identify what the CSPA should look like, but it isn't explicit on dictating or describing what is included. The CSPA is to be in effect April 1st, 2024. It's an option for First Nation police services. It doesn't fall under First Nation policing under the CSPA. If the choice is to have an oversight body, certainly would be the thing to do.
- Rama Police Service: *oversight bodies, will those have indigenous liaisons?*
 - Cultural competency, under the new policing will be required for constables, police officers, chiefs of polices, board members, inspector of policing, everyone under the policing. It is important that people aren't just plunked into those roles, they have to have a great understanding. The government will work with the First Nation to make sure there is someone in that position that has experience. The intention is that we have someone within the oversight bodies with the cultural competency.
- Police constables should be called Police Officers. It's a normalized vocabulary, the term is now First Nation Police Officer. Officer means something to people.
- *When the legislation talks about First Nation police services being a part of Essential Services Canada, does that mean it will make the First Nations police equivalent to a regular police officer?*
 - Yes, they already have the equivalent.
- The rumours need to be corrected that First Nations officers do not have the same training as OPP.
- *Is there going to be a title change for police officers, off territory?*
 - It won't be changed, it is just a recognition that the term officer will be used moving forward.
- We have a very good partnership with the police service in Ontario, that partnership is strong. Throughout Canada, not sure how that partnership is. There has to be something to make sure the partnership is entrenched within the act, so police services understand that they have to provide adequate support to indigenous services if needed. From my experience, there was a change in leadership within the OPP. I heard it firsthand from front line members that they no longer had the support just based on the change of leadership. My fear is that if a First Nation police service opts into the act, but then the mainstream police service says that you're on your own. I think there needs to be a relationship between the two.
- *Is this act going to outline what the equitable funding includes? Will smaller communities receive less than ones that are larger? Is it a context of what the crime rate is?*
 - It's not based on population. We're trying to come to the table with a better understanding of the real cost of First Nation policing. It was all based on the program – there's been a lot of work that has been done to really understand the cost, especially considering the remoteness factors. It's not based on one element, it's based on many variables.
- *Will the variables specifically say what the equitable funding will be?*
- *Do First Nation police services have to apply to receive funding if they meet the certain standards?*
- The province has been working with communities that choose to work with a First Nation police service. The federal legislation is opening up a lot of doors so the province is always willing to talk with communities.
- *If the police services opt into the CSPA, how does that look like for First Nation boards?*
 - In terms of how your board looks and functions, there are requirements for the board that they have certain operating procedures and policies. There are some things that are prescribed within the CSPA that you would have to have as a board. Equity - still makes sense within the First Nation context. CSPA, is complimenting the federal policing legislation. There are requirements that you would need to have.
- The cost of governance boards are also being included into the funding.

- First Nations will only follow legislation if leadership opt into the services; special units will follow if the leadership chooses to opt into legislation.
- There are commitments to reconciliation. We should be able to see that here. If we don't have a mandate, we are working towards that.
- This seems to be a common trend in these conversations - is recognition in jurisdiction and making our own laws.
- We need those laws to be enforced - if we have no enforcement, there's no way to enforce them. We have a ton of bylaws but we can't enforce them right now.

2. Purpose and Funding Arrangements

Discussion Question 1

What are your views of the roles and responsibilities of the Government of Canada, First Nations and the provinces/ territories as articulated in the Elements?

Participant Responses

- Right now you aren't doing a very good job, there's police services within Ontario, to agree with them doesn't make sense to me. I think the province and the federal government have a long way to go if you aren't going to fund services.
- If you go into addressing these issues, it has to be meaningful negotiation, which means all three parties are at the table at the same time. It's not the police service that speaks to Ontario, then to Canada, it has to be an effective partnership.
- Got to be based on First Nations needs not on a government formula. We have been doing it long enough we know exactly what the needs are for our community.
- In Mississauga First Nation and Surrounding area nations, we are working towards self governing and nation rebuilding; I don't like the fact that we call our laws By-Laws. This is about jurisdiction in my views. When we put things in place, I hope we will not be calling our laws By-Laws and we will not consider jurisdiction with the province of Ontario. I want to see the jurisdiction issue raised, because some of our issues are not involved in this. As our nations, we have to have some sort of co-jurisdiction, as there are missing links.
- We sent a letter from Ontario Chiefs to PSC and the Province about our thoughts and what is missing.
- There are commitments to reconciliation, we want our own jurisdictions.
- We need recognition of jurisdiction.
- *First Nations have their own constitution, will this act recognize the current trajectory of the First Nations?*
 - We aren't changing the constitution of the role of policing. We aren't trying to disrupt the ecosystem that exists in policing right now.
- From an implementation perspective, I'm trying to think where the conflicts might be when speaking about the constitution, recognition, yes, we are very vocal on using the term equitable. I think there is enough possibility within the CSPA to account for the first nation constitution. I would be interested to think further on where those conflicts may be.
- Our community's need to apply our own enforcement mechanism.
- While we are negotiating for all these things, how can we ensure our standards are met, that our officers have the same things the OPP have. *How will they fill gaps and standards?*
 - Province: We are trying to ensure that First Nations policing has the same standards as non-indigenous officers. We are trying to work with the nations to find all the elements that are needed to succeed. The landscape has changed in the last 30 years, we are trying to modernize, and ensure equitable sustainable funding.
 - PSC - our position is that all nations that opt into legislation will be following the same requirements and standards as OPP.

- We need stronger language, explicitly saying all First Nations Police will guarantee the funding to each service. Stronger language will provide more in terms of bringing this to a more equitable place.
- Essential services need to be established; but we need to go back and see how far we have come, regarding policing. We come from a different place, as First Nations. We need to do a study on how we evolved in police service, and use that study as a way of improving. We are starting to see the government come around to reconcile. We are better educated now, and can open the door. We have the ability to control our destiny.
- *We are wondering if this will allow a new police service to be created?*
 - Yes, it is a possibility. We have opened the space to have those discussions.
- Story – A veteran asked me to leave a note in a time capsule for myself about the biggest issue I dealt with at that time, in 1999. I wrote about the crisis of drugs in the community.
- We get nervous about police / RCMP / OPP; we shouldn't have that. Our indigenous police service should reflect our people, and for our people. We need to feel comfortable with them, as they are warriors for us. We are all Anishinaabe people, chiefs are coming together to change and we are looking at judicial / governance.
- There is so much going on in policing now. The challenge for us is when we get involved with the boards, and require approvals etc. Happy to hear of the new policing service arrangements but we as nations need to come together and do this together. We want to be able to ensure the funding of essential services is solid; making sure we have that in place. This can help us reach that self governing for our nations.
- The elements require funding.
- It is not like a light switch, we can't make changes overnight. We have a plan to identify the elements that are required.
- People come to the table with good intentions of what they think they need, but now is the time to have the conversations on what is needed for how best to operate these services.
- We need to work on these elements and they need to be secure. They need to be right this first round. It's about addressing the frustrations and finding the common balance for how we can take the next steps.
- If we were a nation we have to act like a nation.
- What is the expectation from the funders when First Nations Police Services follow the processes guidelines? And the roles of decision makers in determining funding? Because in reality it would still be under funded. Crime is increasing, and drugs are a major concern. Is it enough? Most First Nations communities also have their own laws that membership or chief and council expect them to enforce as well.

Discussion Question 2

Do you have any suggestions for how to increase the likelihood that funding arrangements will be successfully concluded?

Participant Responses

- We have a 10 year agreement with First Nation Indigenous Services Canada (ISC) and Health Canada. There is no formal process where we sit down at the table, to reopen that agreement to look at the change in needs within the community. They have a formula with an increase of 1 or 2 percent. We are trying to find out what exactly that formula encapsulates. The wording needs to be strong and we need an actual sit down to relook at the agreement, funding arrangement.
- When we have community needs that aren't inside that agreement, we have to get that in there so with this one, we need strong wording for formal negotiations to have it open. If they do formulas, they really need to show how they got to that formula.
- It needs to be an ongoing process, the initial funding arrangement, that's not the conclusion of it, it needs to adapt. I think that's going to be a hard one, historically we aren't set up to succeed. It really needs to be strong for the funding arrangement to be successful.
- In the CSPA, there are some requirements, but the content is not reviewed. Under federal legislation, the requirement is you have the funding to deliver equitable policing. There has to be assurance to deliver

equitable levels of policing, in terms of a review, but the province does not play a role in that. We are going to be the first ones to know if we don't have the right amount of funding. The way technology has played a role in policing, when you have a stagnant funding agreement to not compliment those technologies, then the policing is out of date.

- Collaborative environment.
- It is not for the government to question what that looks like.
- This act will entail everything in terms of inclusivity.
- First Nations, Canada and the Province, need to be at the table.
- There's a review process for the legislation but not for the arrangement.
- Body cams, computers in the police cars, there's no funding for administration staff. There should be a budget line for administration staff.
- The way we communicated funding to date it hasn't been understood. In the OPP context, the cost per officer includes everything from your boots, equipment, etc. but that hasn't been clear and also I don't think that those fees have been accounted for, so we're trying to move away from that. That is why we're wanting to talk about it more holistically. This legislation covers things like governance costs, appropriate administrative staff that your officers would need. We want to move away from the cost per officer conversation.
- *When a First Nation calls a state of emergency, would that be included in the funding model or be re-negotiable?*
 - If the community came forward, that our funding is no longer adequate, we would get together at the negotiating table.
- There's policing functions like public order that may be connected. The opioid crisis is horrific and I think police are really struggling.
- Correct me if I'm wrong, right now in Ontario, my understanding is that if a First Nation calls out for assistance that Ontario has an obligation to respond to that call. *Will this legislation change that? Or will it be based on funding?*
 - This legislation is about the funding relationship and First Nation policing legislative options. If you're serviced by a First Nation police service, like Rama police service, under legislation, the responsibility would be the OPP in most cases. If a First Nation decided to opt in to CSPA, then they would be recognized by the province as the primary policing jurisdiction. They would be by law responsible to answer the call by service.
- There could be a section in the act, to sign a protocol agreement, example for a K9 unit. We would enter into an agreement with OPP and say we need their members and that's why it's a great relationship. That's the relationship that's shared within Ontario. It's important that if a First Nation police service calls upon a municipal service, that they shall provide that service they're calling on. The OPP and First Nation police services relationship is very strong and important.
- What is the preferred capacity of the First Nation police service? It comes down to the community safety priorities. It all comes down to how we're defining equity. Because there is a bit of space there that's undefined, that dialogue is really important in terms of the First Nation, particularly the needs and priorities for the community.
- It's frustrating sitting at the table for so many years, seeing First Nation policing being treated as a football; within jurisdiction. We always have volatility, and it's frustrating to go into meetings with all the chiefs and nothing comes from it. It would be nice from a legislation point of view to have that behind us. The change of dynamics, and direction changes has given us so many problems.
- Things have been challenging in the past as the way the funding works. It should be First Nations explaining to the government what they need, and then the government being able to provide that once they get the funding in order.
- Must listen to First Nation Police services on what funding is required. *Has the government ever done a study of equity loss between FN policing and non-indigenous policing service?*

- PSC: We are now looking at this and this is very much the view we are taking. The comparatives are what we are looking at.
- *The funding needed to get the First Nation Policing to an equitable place, will that information be accumulated by the government to ensure the costs will work?*
 - We are looking at the amounts of non-indigenous services and using those numbers right now to meet and compare. We want nothing more but to set up First Nation Policing services for Success; working together to meet standards. Finding the base line comparative, then adding cultural components, and then finding an agreed upon approach to set services up for success; creating an implementation plan.
- We couldn't prepare for the unexpected, one thing missing I find is being proactive and addressing crime prevention. We need a budget for crime prevention and program approach if we want to be successful.
- Need to invest in crime prevention; some communities don't have policing services right now. We need funding for officers or peacekeepers having a relationship with the community and assisting in crime prevention, being able to talk to people, and gain trust and knowledge from our officers.
- When I think about a new police service, the federal government wants to move to the way of reconciliation. It almost seems this is a modern-day treaty. We need stronger wording.
- Ontario has done well without the extra funding, it's a different atmosphere here. We know everyone, we haven't been recognized for our service, the efforts. They have done so much with a lot less. Also the generational trauma they deal with. There should be some recognition for our officers. Some retired OPP that are First Nations are not applying to come to our reserves as officers because there is no recognition.
- *What does opt in & out mean?*
 - The opt in or opt out option is only Ontario (CSPA). Whether or not you opt in the federal legislation will ensure that funding will be provided to meet provincial standards.
- *Where does FNIPP come in?*
 - FNIPP will still exist but not for this legislation. This will become funding from Ontario and the federal government.
- There is a huge gap for what the province is delivering right now and where we will need to be.
- We need to build the resources, build the infrastructure, build the relationships.
- We can recognize that a specific language is important.
- We have two legislations floating around right now. There are a lot of crossed wires.

3. Dispute Resolution

Discussion Question

How successful do you think the proposed dispute resolution processes will be in supporting the resolution of disputes? Do you have any suggestions that may help the Government of Canada, First Nations and provinces/territories work together to respectfully resolve disputes?

Participant Responses

- There's two words I would take out: "Voluntary" and the word "may". Change those words to "shall".
- We need something with better language and drafted better. Something binding for compliance.
- As we see it, there's no resources attached for First Nations to dispute any process, and everything is voluntary; it states the government MAY BE Involved.
- Timeframes, I find this very broad and could be misinterpreted. People are going to be wondering when it's going to be resolved. Perhaps there could be a timeframe for when these parties would come together, say within 6 months to do a dispute resolution process.
- Add a timeline for resolution. Have a pre-dispute timeline and then the actual dispute resolution date to make the issue complete.

- Timelines may be preferred for First Nations, so it doesn't sit and grow more bad feelings or become something bigger than it is. There needs to be a process.
- *Whose submitting it with you? You're submitting us through the process but who is signing off on it?*
 - We have been working in lockstep with all First Nation governments. It will be the federal government drafting instructions. We have done our best to draft the initial periods. Now we are adjusting it through this engagement, then taking forward to drafting.
- *What happens if you can't come to a resolution?*
- *What does a dispute resolution look like?*
- If the federal government pays 52% and the province pays 48%, who will attend the dispute resolution?
 - There will be an interim place to attempt to resolve issues, before litigation. We want to foster a better relationship. The federal government can not force the province to go through a dispute resolution. There's always going to be litigation.
- The 1st mediation process is where all partners would come to the table. Canada is willing to participate with any other processes which could be arbitration. I agree the wording needs to be stronger, and say: "Shall participate"
- Canada says if it's under the provincial legislation that we would participate in that. It's all parties that need to be equal.
- I reflect on our current tripartite agreement, and the dispute resolution clause within it. Last year there was an interest to understand what that process is and it was nothing. It said a committee could be struck.
- Outlining a step by step process for dispute resolutions would be helpful. Getting an agreement in place when it comes to aspects of conflict and where those oversight bodies are, and making sure there is specific first nation representation. It's important to have that representation in those parallel oversight bodies. I see so much value to have representation but we lack the legislative teeth to incorporate that.
- Regarding the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), *how are we going to enforce the provincial government to intertwine UNDRIP, especially the resolution dispute process?*
 - This piece of legislation is not directly connected to UNDRIP.
- *How does the government reflect First Nation leaderships rights and government decision making within this framework?*
- It says that UNDRIP is going to be intertwined here. *How will you balance UNDRIP? Because the province isn't there yet, and now the CPSA isn't. How will it intertwine into the regulations?*
- BC is the only province that speaks to UNDRIP. Ontario doesn't have one yet. Similar to the conversation we had before, where we disagree on what's needed for the police service. *What are the aspects for a community from a funding perspective that would be required?*
- *Constitution - if we create our own, would we be recognized?*
- The bylaws, as long as they're enforceable, can be enforced. It is more how the bylaws are set and where to prosecute the bylaws. There were changes that were made by INAC, where bylaws would be reviewed. This was removed when they removed the signing of the minister. The bylaws need to be established. The police officers understand that the bylaws are enforceable. Whether it's a CSO to enforce the bylaw, **there** needs to be a ticketing regime where the bylaw would be prosecuted. Policing is just one part of it – not the solution. It's a broader issue and not just about policing.
- There are several initiatives in terms of supporting First Nations on prosecution of their first nation bylaws. It needs to have full support from the justice system.
- *In the event that we get to a point with this act, where First Nations have a way to prosecute, would that include bylaw officers or just First Nation police?*
- It really looks different across Ontario, sometimes we have peacekeepers, and they're typically employed by the Chief and Council. In a teared police service, you can have special constables.

- If a First Nations sets up a camera system that is not being paid for by the police service, *would that be incorporated into the legislation?*
 - Typically the funding agreement has been with the police service boards. So no.
 - If it was equipment or a resource to support the police functions, then yes it would be covered by funding.
- I need a clear understanding of what the funding will entail. *Does this act describe what the funding will cover?*
- One gap when it comes to UNDRIP, is with the First Nation Clean Water Act. It does recognize First Nation laws, but only if observed as a self-government agreement community. So in this context, we're not a self-government, we are an unseeded community and that's not recognized in the legislation. We aren't going to create a bylaw recognizing it because we're just breathing life into the Indian act. Recognizing unseeded governments.
- We shouldn't have to be a self-government community when we are already unseeded.
- Suggested Elder/ Knowledge keeper would be a great mediator.
- It is important to have a First Nation representative in the dispute process, in addition to elder/knowledge keepers.

4. Implementation

Discussion Question 1

Do you have any other ideas that could help support the implementation of a First Nations police services legislation?

Participant Responses

- Meaningful negotiations usually happen at the eleventh hour. Most First Nations feel the same, always the last hour to try to resolve. It's been the attitude of "we know what's best for you" from the federal government.
- Let's make it a negotiation instead of an allocation. There has to be some consistency to these agreements going forward.
- As we have a rotation of chief and council, people are trying to understand what needs to change, and they do not understand what happens if you don't sign, so it's a panic moment. We've been through that over the last few years and it's not a good feeling.
- How do we get the first agreement under legislation?
- We are looking into some kind of auto renewal mechanism in the agreements, in the event that future funding takes longer.
- *What are the pros and cons of changing? What are First Nations going to lose or gain?*
 - PSC: An agreement under legislation is more sustainable, a program can be changed anytime. Legislation is really hard and more complicated to change. It's the sustainability of operations.
- Need an implementation budget, and change management, in case there are specific requirements of the service.
- Once the money is announced then you prepare a treasury. The government needs to make those investments and announce those investments. A program is a program. As a government employee you have to make the best case of why this is needed. Depending on the government, if this is not a priority, then it's not a priority. Every 5 years if they decide to add money, at some point 10 years ago there wasn't much funding from FNIPP and some police services shut down. With a new government, it's really hard to shut down the legislation, because it's going through the house, parliament and its law.
- The big problem with this program is the funding and this legislation is to develop a funding framework to ensure First Nation police services are recognized.

- With respect to implementation, everyone needs to be educated on it. The chiefs of police, the communities, and officers.
- I think when people feel informed, they feel more confident in making decisions that affect their community and community policing is very important.
- Dedicated public FAQs - it's so hard to find information on the federal websites. But maybe a separate website about what the process is and what the current system is. It helps us to have one website that is dedicated to this information. There's going to be elements where boards are turning over throughout the implementation process. Dedicated online resource.
- We have a website on the process of the legislation (PSA) – <https://www.publicsafety.gc.ca/cnt/cntrng-crm/plcng/brgnl-plcng/cdv-en.aspx>
- *Is it unlimited funding based on our needs? Like if the service keeps growing, will a bigger facility be funded?*
 - PSA: There's limits to funding at some point. The fiscal framework is the fiscal framework. We always have to make a case as to why to invest there. We have a better understanding of the real cost of First Nation policing which we didn't have at the beginning of this process. We need to define what the needs are. Needs can mean something very different from one place to another.

Discussion Question 2

The Elements envision that First Nations would be significantly involved in the implementation of the legislation. What is needed to support First Nations participation in this implementation?

Participant Responses

- When it's crafted and given to us from someone else without us sitting right at the table and crafting it together, then it doesn't make sense to us. Nothing about us, without us.
- We should be sitting at the table when you are crafting, that's real progress if we can do that. Rather than doing it backwards, which is the way it's been happening over the last 500 years.
- We have been very clear about it being indigenous lead, but we have not yet been involved in any of these issues from the floor up. This is our challenge. It's crafted and given to us, not crafted together. Our people should be sitting at the table, right from the start of "pen to paper".
- You can't expect us to lead something we never created from the ground floor.

5. Broader Indigenous Policing and Community Safety Programs

Discussion Question

How can the FNIPP and FNIPFP, as well as other Public Safety Canada programming, better respond to broader policing and community safety needs in your communities?

Participant Responses

- I think it kind of falls under sustainable funding. What's the point of funding a safety initiative if you only have funding for 2-3 years. *I think that's one thing that they can support, also not sure if there are any secret funds?*
- Community Service Officer (CSO) is an area to look at for growth. In the last federal budget there was funding set aside for a CSO pilot program. It would be good to come up with some data to look at expanding that funding to be a permanent alternative for communities. The CSO area is an area for potential growth but it is out of this realm of the legislation area.
- Other programs like the aboriginal community safety planning initiative, and cyber security programming, are pieces of programming that First Nations will have to go to, to receive funding. Is there a way that these programs can come together to better serve the communities?
- "CSO funding" we hear about everywhere. It is a pilot program right now.
- First Nations are overworked and underpaid because our positions are not paid the same as mainstream services are off reserve. We can't offer sustainability.

- When it comes to policing data, what are the mechanisms to help utilize that data? I don't think there's anything in our tripartite agreement that talks about this. Talks to the sharing of data, broadcasting it within the national police statistics: our call columns are through the roof. I don't know if our data makes it anywhere.
- The First Nation police services records management system get's recorded – is it being used? I would say no, at least to my awareness. It could be used to target resources?
- We haven't had the chance to be strategic, we're just filling in the holes and that sucks. When we get to a place where the funding isn't so much the focus of conversation then we can get more into the strategic piece. What do we do with the data? It's up to the board to say.
- I think this can be a mechanism to join a national effort for creating the space for national data sharing. Example: Human trafficking programming, it's not a jurisdictional thing, it's a national thing. I think this could breathe life into a national joint initiative, to come up with a mechanism with smarter ways to use data.

It could: 1. Help community-based policing. 2. Work on joint initiatives. 3. Services have built up their level of data majority so that it becomes easier when there is a societal trend.

So when we need those additional funding resources, we have created this data management process that we're at 100% capacity and then I can go tap on the feds and this is what the data says we need and we need this x amount of dollars to meet those needs.

I recall that, in 2019, the national chiefs of police (not the first nations one), had committed to policing data for indigenous peoples, but I don't think it went anywhere.

- ON: from a program admin perspective, I hear 2 forms of feedback. Administrative burden, but again I wonder if that burden is getting back to the capacity question. Built a couple data management systems, it has to provide immediate value or people will not feed into it. I think it would be an excellent piece as a monitoring function.
- The amber alerts: children are missing, how come we aren't hearing it as quickly on the amber alerts? When you talk about broader policing, the amber alert to engage that quickly. Normally what I'm seeing is it being posted on Facebook from nation to nation.
- Do you think it would be a matter of creating some public education on how amber alerts work? It would give them some background information on why amber alerts are created.
- Regarding how data is utilized on making decisions, when it comes to communities, the data doesn't reflect the complexity of the responsibilities. When you talk about modernization, you get technology, but you don't have the resources to implement it. Data itself in respect to policing, an officer does the criminal investigation from start to finish but they manage the brief, the disclosure, the follow up, the information, whatever it may be, not only the investigator but also the court officer, the exhibit officer, they have to do it all because of the limited resources. I'm not a big fan of data, so when you're looking at better services in the community, you need to engage directly with the community. Accountability is held with indigenous offences, that process can take sometimes up to 2 years because it's a healing process. In the eyes of the government, they would see one individual charged, in this system we have one person held accountable, now supported going through this healing process. Our people need to be healed, it's not because they choose a certain path in life, it's because of the history they carry. Services provided to an indigenous person is different from what is provided to a mainstream person.
- Because of our history, a lot of our calls go unreported. *How do we capture the resources we need for the calls unreported?* Data can't be the only thing that we can consider on what our policing looks like.
- Need to keep in mind cross jurisdiction.
- One thing that could be considered is a **council of elders**, I really feel as though we are guided when we take part in ceremonies, sweat lodges, coming together, etc. The intention is to see where you might go and see the services that are being delivered by our police officers. Coming into a circle of trust will include their understanding of where we are.
- Have people participate in the ceremony, so that we can share ideas in a different good way.

- The western views need to experience our culture. Obviously, it has to be voluntary but in non-indigenous police training there's no cultural aspect where they are offered a chance to go to a ceremony. This should be a way of life because we have been all the way on their side, now it's on them. Maybe it will help.
- I think what it comes down to, it has to be voluntary. In policing we aren't really trained with the insights. We didn't get anything that reflected how to handle first nations policing. There has to be a willingness. If they are in the negotiations position, there has to be a desire to be there. If you want to take on this job, you know there are things to do.
- When chiefs talk about the history of our people and we are drawn back to the roots. If you want to be sincere about what you are committing to, come meet us halfway. Maybe with that guidance you would have the means to be successful.
- It was always frustrating when there was often a turnover in individuals who were working with us, and then it's like you have to start all over again and there isn't always the understanding. It's like blackjack dealers, they always change when you don't want them to change.
- A lot of our communities would benefit to have support systems for mental health.
- The CMHA and local hospitals and police working together, as opposed to individuals being apprehended by police and taken to be assessed, they should have somewhere in their home community to go first.
- Everyone sitting together and deciding a better path for that individual.
- We did create a grant for mobile crisis response teams. We leave it up to the services to design that program, which is going on right now. We are hoping that all those bilateral programs will be part of the future funding arrangements.
- Community safety is a very fluent thing.
- Arson is a thing now.
- We just have to be in tune with our community and listen to the chiefs and council when they share what their top priorities are for the week. They change week to week.
- Under the province and territories jurisdiction there needs to be a bullet that recognizes treaty rights / first nations etc.
- *Will there be further validation that we can see later on, to ensure all of our ideas were captured here today?*
- *Do you have a timeline for next steps?*
- Ensure that Canada communicates with us (first nations) as much as possible, so that it doesn't just end here.

ONTARIO PRESENTATION:

https://ildii.sharepoint.com/sites/ILDIArchive/Shared%20Documents/EXECUTIVE%20TRAINING/2024/APPR OVED%20Proposals/FN%20Policing%20Legislation/5.%20Thunder%20Bay/Ontario%20-%20PPP_Feb29.pdf

Additional Comments

- *"Who drafted the preamble?"*
 - Public safety.
- I found there is a lot of strength in the preamble and there should be a strong contribution from a First Nations perspective.
- The third point in the preamble, there needs to be a bullet that recognizes First Nations, the treaty rights, there is a lot of room for improvement with the preamble itself.
- There is a lot of activity and then things die down and people don't know what's happening. It's important during this critical time that we are kept up to date.
- *What if you're a community that doesn't have anything? What do we need, what can we do to get policing right away?*
 - Facilitate those conversations with yourself and the chief and council, to say if you're interested in joining a regional police service. It might be 2 years down the road.

- This is the difficulty. We, as a new council, met with them and the detachment, but I think they're funded and we don't see them. We want policing but it's just not there.
 - That's unfortunate to hear. Legally the OPP is there to provide policing to your community.
- If you call 911 they come but we want somebody in our community all the time. And the bylaw thing is not enforced. I don't know how we can provide security and police to our community in the next year and a half – we're just looking for options. I don't see these options as feasible for us.
- We know that the federal government is considering expansion of First Nation policing funding to communities. CSPA, there is a new civilian governance model, OPP detachment boards to provide that oversight of their OPP policing.
- *They would enforce our laws? OPP consider enforcing First Nation laws?*
- Hopefully we can resolve the current funding agreement and set them up for success. As we expand, add equitable funding to expand and deliver to the communities.
- Some communities don't want to create their own police board.
- Province: Policing needs assessment will now be conducted and working with individual communities at their own pace. We want to work with them over the next 5 years creating the plan. There's going to be different options for each community because of size, and funding etc. Some communities might partner with a community that has a police force already due to size and need.
- *What can we do to get policing quick? We have pretty serious problems because we have no police.*
 - Your particular First Nation has the option to join the OPP Board to request a First Nations OPP Board.
- In my own learnings, I heard someone talk about being seen and heard, and that's so important for you and me and your community. To be seen in a good way. You always want to encourage and accept and believe and trust in us. We need a place where safety and being secure in your own community is number one. I try to encourage people not to be silent. I learned that these are the things we need to do to empower our community, to have hope and feel worthy.

Closing

Dennis thanked and acknowledged the Elders and First Nation speakers, and thanked Rama First Nation, ILDI Board and Directors and Staff, and PSC and Ontario Government.

Elder Stephanie Sandy shared a closing prayer.