



STL'ATL'IMX TRIBAL POLICE SERVICE ANNUAL REPORT 2020-2021



SZUHMINS | UCWALMICWA PROTECTING THE PEOPLE

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A. HISTORY

1. STL'ATL'IMX TRIBAL POLICE SERVICE HISTORY

St'at'imc communities have a history of policing in their communities that began long before the Stl'atl'imx Tribal Police Service (STPS). Watchmen were given the authority to deal with criminal activities and the accused community members. These designated Watchmen would be solicited by the Chief of a community to investigate and remediate the situation. Sometimes the Watchmen were able to resolve the problem on their own. Other times the Watchmen would bring the individual to face the Chief and Council to account for their behaviour. These Watchmen may have been appointed to their role by the people much like the Chief of the community in the days prior to the Indian Act. The details of the Watchmen stories faded as they passed down orally through the generations. What remains is a vague recollection of the process that provided community policing possibly up into the fifties. Similar oral recollections can be found in both the southern and northern St'at'imc communities.

The beginning of the Stl'atl'imx Tribal Police Service dates back to 1986 as a Security Program. This service was implemented by the Lillooet Band Council to enable security personnel to patrol reserve areas, engage in preventative work, and report criminal activity to the Royal Canadian Mounted Police (RCMP). In 1988 the Lillooet Tribal Council created the Peacekeepers program. Eight peacekeepers were assigned to three of the eleven St'at'imc communities including T'it'q'et, Tsal'alh, and Lil'wat. A Memorandum of Understanding (MOU) was signed in 1992 between seven communities, the Solicitor General of Canada and the province of British Columbia (BC). This agreement established the Peacekeepers program as a tribal policing pilot project. A Protocol Agreement with the RCMP retained RCMP jurisdiction authority as the provincial police force in the participating communities.

The STPS was established as a Self-Administered Indigenous Police Program in 1999 serving ten St'at'imc communities: T'it'q'et, Tsal'alh, Sekw'el'was, Ts'kw'aylaxw, Xaxli'p, Lil'wat, N'Quatqua, Samahquam, Skatin and Xa'stsa. On December 1, 1999 an STPS-RCMP Protocol was signed establishing the STPS as the jurisdictional police having full policing authority. The St'at'imc participating communities had been excluded from the responsibility of the RCMP acting as the provincial police for BC. The protocol recognized that cooperation between the STPS and the RCMP was essential to enable each of the parties to fully discharge their responsibilities of delivering policing to BC.

2. LETTER BY THE BOARD CHAIR

As Board Chair of the Stl'atl'imx Tribal Police Service, I am proud to offer you the STPS 2020-2021 Annual Report. The STPS began its fiscal year like many British Columbia provincial police services facing challenging times. STPS operations adjusted quickly to changing emergency measures in order to keep St'at'imc communities safe during the COVID-19 pandemic. The officers maintained the peace and continued to patrol the ten participating communities with respect to their "Uniquely St'at'imc" culture and traditions. The STPS is the only Stand-Alone First Nation police service in the province. During the year, STPS sworn members were able to assist in Sea to Sky RCMP resourcing by going secondary on-call; this is a reciprocal arrangement between the STPS and the RCMP. STPS presence in communities focused on the educational aspect of government mandated restrictions with respect to COVID-19 health orders.



The STPS Board steered the organization through a period of fiscal change and innovation. The anticipated long-term funding agreement of ten years was reached after two consecutive years of 1-year extension funding. This tri-partite agreement between federal, provincial and community agencies helped expand the number of STPS officers by an additional three. More sworn staff allowed for regular time off and ensured fewer overtime hours. Two new recruit constables "hit the ground running" after their September graduation from the Justice Institute of British Columbia (JIBC). And the lateral hire who joined the organization had years of practical experience in First Nation policing.

Board members are appointed by their respective communities for a length of term decided by their Chief and Council. All eleven regular board meetings this year took place virtually by teleconferencing. We look forward to meeting two of our newest members in person when gathering in person is permitted once again. Dolores McDonald of Ts'kw'aylaxw announced her resignation from the board after five years of service.

STPS offices are located in both Mount Currie and Lillooet. Lil'wat Nation completed a building project in Mount Currie at the end of March 2021. The newly constructed detachment will become the southern communities' office location. As well, the community of T'it'q'et has secured plans to build a new detachment for the northern communities with occupancy in one year's time. Kathleen Doss stands apart from our team of dedicated non-sworn staff. As STPS Senior Operation Assistant in Lillooet, Kathleen Doss reached a high mark of 25 years of service.

The ten participating St'at'imc communities are geographically situated far apart from each other. Our traditional territory spans an area greater than 10 000 square kilometers. Individual STPS officers have each been assigned as one of the ten communities' Liaison Community Officer. This unique relationship involves coordinating community-specific activities and communicating personally with the members of that specific area. However, the southern and northern STPS offices make a concerted effort to act as one entity by regularly rotating police officers within the traditional territory to perform their duties in each and every one of the communities.

In the last year, the public demanded changes in policing throughout Canada. The BC Ministry of Police Services and Solicitor General (PSSG) quickly responded by announcing that the 45 years old Police Act would go through its own reform. The BC Chiefs of Police Association (BCCPA) invited STPS Chief Officer Doss-Cody to include recommendations in the BCCPA's submission to the Special Committee on Reforming the Police Act. As well, one of the ten participating communities within the STPS territories, Xaxli'p, submitted their own letter of recommendations.

Internally, the STPS Board strategically tackled employee wellness and morale with its Report on Respectful Workplace and Leadership. What followed was a series of policies and procedures supporting respectful workplace. A new Employee Reference Guide was completed and work begun on a revised Board Governance Manual. A mix of board members and staff attended the First Nations Police Governance Council (FNPGC) Annual Conference where the discussion was on Developing Just Relations.

And, the Ounce of Prevention Solutions workshop offered training to both board members and staff. In the new year a Zoom staff meeting was held and this was followed by an Internal Survey with the goal of revealing to the Board the challenges that the organization faces with its largest resource – its staff. Nearing the end of our fiscal year, a record number of board members attended the British Columbia Association of Police Boards (BCAPB) Annual General Meeting and Conference where the board governance workshops were available online for the first time ever.

Lastly, I was interviewed by the Assembly of First Nations (AFN) to discuss First Nations policing. The interview dealt with the idea that First Nations policing is currently considered a “Program” under the provincial and federal agencies as opposed to the reality of it being an “Essential Service”. The session was geared towards the review in relation to the Police Act reforms and how heavily involved the RCMP is involved in the reform.



Sincerely,
Rebecca Barley,
CHAIR

3. BOARD MEMBERS

Name	Community	Status
Chief Dean Nelson	Lil'wat Nation	Active
Rebecca Barley, CHAIR	N'Quatqua	Active
Howie Smith	Samahquam	Active
Trish Andrew	Sekw'el'was	Active
Hank Williams	Skatin	Active
Genny Humphreys	T'it'q'et	Active
Verne Adrian	Tsal'alh	Active
Dolores McDonald	Ts'kw'aylaxw	Retired
Carmen Ned	Ts'kw'aylaxw	Retired
Raquel Kane	Ts'kw'aylaxw	Active
Pauline Michell, VICE CHAIR	Xaxli'p	Active
Jane Sam	Xa'xtsa	Active

4. BOARD MEETINGS

Year	Month	Date	Location
2020	April	16	Teleconference
2020	May	20	No meeting
2020	June	18	Teleconference
2020	July	16	Teleconference
2020	August	20	Teleconference
2020	September	17	Teleconference
2020	October	15	Teleconference
2020	November	19	Teleconference
2020	December	17	Teleconference
2021	January	21	Teleconference
2021	February	18	Teleconference
2021	March	19	Teleconference

B. WHO WE ARE

1. CHIEF OFFICER'S REPORT



*K'alhwa'7alap, Nsnek'nukwa (How are you people doing?)
Deborah Doss-Cody Nskwa'tsitsa (My name is)
Xaxli'p Mec Lhkan, St'at'imc (I am from Fountain, St'at'imc)*

On behalf of all STPS sworn and civilian staff, it is my pleasure to present the *STPS 2020-2021 Annual Report*.

This year, the STPS faced many challenges as it strived to provide our communities with the best service possible. Externally, public safety pressures related to enforcing Covid-19 rules and doing our part to deal with wildfires stretched our resources in all directions. Internally, the STPS embarked upon several significant projects that focused on renewal and regeneration as we prepared ourselves to face new policing,

public safety pressures, and community expectations.

New STPS policies were created this year, and old ones were updated to reflect our focus on employee wellness and morale. These included Employee Awards & Recognition, Commendations, Respectful Workplace, Smoking Regulations, Use of Force, CEW Conducted Energy Weapons, Legal Indemnification, and Internal Discipline. In addition, STPS policies that were in the works at the end of the fiscal period included Domestic Violence, Social Media, and a new policy for our new Mount Currie STPS office and Transient Quarters.

As with all police agencies, we too were challenged with resourcing pressures due to illness and workplace injuries. These absences created staffing pressures but the STPS employees worked hard to fill any gaps resulting from employee absences. The STPS hired two recruits during this reporting period. On September 18, 2020, I attended their graduation ceremony at the Justice Institute of British Columbia (JIBC) to present them with their badges. With great pride, I was able to welcome these Constables to their new careers with the STPS.

The STPS was further supplemented by the hiring of an experienced police officer who also joined our team. I was additionally honoured to present Sergeant Dale Austinson with his medal from the First Nations Chiefs of Police Association (FNCPA) as they recognized Dale for his outstanding work ethic as he went above and beyond his regular duties.

Upon completing their new fire hall in Xa'xtsa/Tipella, the community graciously provided access to their new building so that our officers conducting long-range patrols could set up an office for community members to report incidents in person. This will undoubtedly bring both the community and the police closer together as we deliver our policing service.

As of April 1, 2020, the STPS no longer had any RCMP resources working within the STPS department, thereby closing our Interim Alignment of Resources Agreement. However, given our long-standing working relationship, the STPS and RCMP are currently working on a new Memorandum of Understanding (MOU) which is now in the final draft stage. This new MOU will ensure a seamless level of service can be scaled up or down if and when one agency requires assistance from the other. In addition, in April 2020, the STPS members partook in a series of online seminars hosted by Vancouver Police Department called Beyond 2020, focusing on Police Officer resilience. The information contained in the workshops served to provide the STPS officers with tools and resources they could utilize throughout their careers.

April was also when the St'at'imc communities went into lockdown and set up their own security checkpoints due to increased COVID-19 cases. This placed added pressure upon the STPS as the communities wanted the STPS to provide enforcement when there were no provincial travel restrictions in place. While the STPS focused its enforcement activity by educating the public regarding the various regulations, we also laid three charges for violations where our attempts at public education failed to garner the appropriate compliance.

In June 2020, I released a bulletin concerning racism following the public outcry of police brutality following a significant event in the United States of America. The STPS values its "Uniquely St'at'imc" approach to policing our ten participating communities according to the traditions and the culture of the St'at'imc people. With that being said, the STPS has had other indigenous communities within the province reach out seeking advice on building or starting their own police organizations.

I was also invited to speak to newly appointed investigators with the Independent Investigations Office regarding our protocols in relation to St'at'imc culture and recommended best practices for them should they be called into one of our communities to conduct an investigation. We were also pleased to help mentor a member of the Abbotsford Police Department in her newly created position as "Indigenous Liaison Officer". We were honoured to have her patrol with us for two weeks, providing her with a personal experience as she was introduced to a small portion of the "Uniquely St'at'imc" northern and southern communities' culture.

The STPS applied for and successfully obtained a grant from the BC Office of Civil Forfeiture for two side-by-side ATVs which we hope to take delivery of in 2022. We were motivated to seek out this new equipment due to some of the challenges we faced while searching for two missing persons from Lil'wat Nation.

I want to thank the STPS Board for their continued support as we both strive to meet the needs of the communities we serve while fostering employee wellness. I also want to express my gratitude to the hard-working members and staff of the STPS for their continued dedication to the STPS, STP Board, and the communities we serve.

Lastly, I want to express my tremendous appreciation and gratitude for the overwhelming support you place in the STPS. We exist only because of you.



Takem i nsneknukwa, Nilh ti,
"Dee"

Deborah Doss-Cody, Chief Officer

2. MANDATE, MISSION STATEMENT, VALUES AND VISION

The governing body of the STPS is known as the St’atl’imx Tribal Police Board. In carrying out its governance responsibilities, the Board is guided by and upholds the following mandate, mission, values and vision for the STPS:

MANDATE

Pursuant to the Police Act, STPS’s policing and law enforcement mandate is to:

1. Enforce, in the ten participating St’at’imc communities, all bylaws, the criminal code, and the laws of British Columbia.
2. Maintain law and order in the ten participating St’at’imc communities.
3. Prevent crime.

MISSION STATEMENT

The STPS provides a community-based service that reflects the needs, culture, customs and rights of the St’at’imc people, and is committed to the safety and security of our communities and ensures that the St’at’imc people, and others, are always treated with dignity and respect.

VALUES

1. Culture and Tradition – We incorporate our culture and traditions into our policing practices.
2. Our People – We are committed to developing healthy communities for our people.
3. Employees – We recognize the professionalism of our officers and staff.
4. Relationships – We build relationships to support integrated solutions to community challenges.
5. Service – We are committed to providing a professional policing service at all times.
6. Communications – We recognize clear, open and honest communication as the cornerstone for lasting relationships.
7. Accountability – We are accountable for our actions to our people, our organization, our partners, to ourselves, and under law.

VISION

To provide a policing service that is “Uniquely St’at’imc”.



Remembrance Day, November 11, 2020 in Lillooet, British Columbia.

Top left to right; Constable Kawano, Constable McLaughlin, Constable English.

Bottom left to right; Sergeant Austinson, Chief Officer Doss-Cody, Constable John.

3. STRATEGIC PLAN

2017-2022 STRATEGIC PLAN

The STPS strives to implement effective decisions in both short and long-term management. The 2017-2022 version of the STPS's most recent Strategic Plan was carefully crafted to ensure the organization's growth, its goal achievement and employee satisfaction while highlighting its Uniquely St'at'imc culture.

PRIORITIES AND GOALS

1.0	We will provide sound governance and leadership through trust, knowledge, development, commitment and understanding.	✓
2.0	We value and respect our officers and staff and recognize their dedication and commitment to serving the St'at'imc people.	✓
3.0	We will engage our officers and staff, communities, stakeholders and partners with open, transparent and effective communications.	✓
4.0	We will develop our relationships and strengthen our collaborative partnerships to the benefit of the St'at'imc Nation.	✓
5.0	We will stive to deliver a professional, proactive, culturally sensitive and community based police service at all times.	✓

4. ST'AT'IMC TERRITORY

THE PEOPLE AND THE LAND

The St'at'imc are the original inhabitants of the territory which extends north to Churn Creek and to South French Bar; northwest to the headwaters of Bridge River; north and east toward Hat Creek Valley; east to the Big Slide; south to the island on Harrison Lake and west of the Fraser River to the headwaters of Lillooet River, Ryan River and Black Tusk.

ST'AT'IMC COMMUNITIES

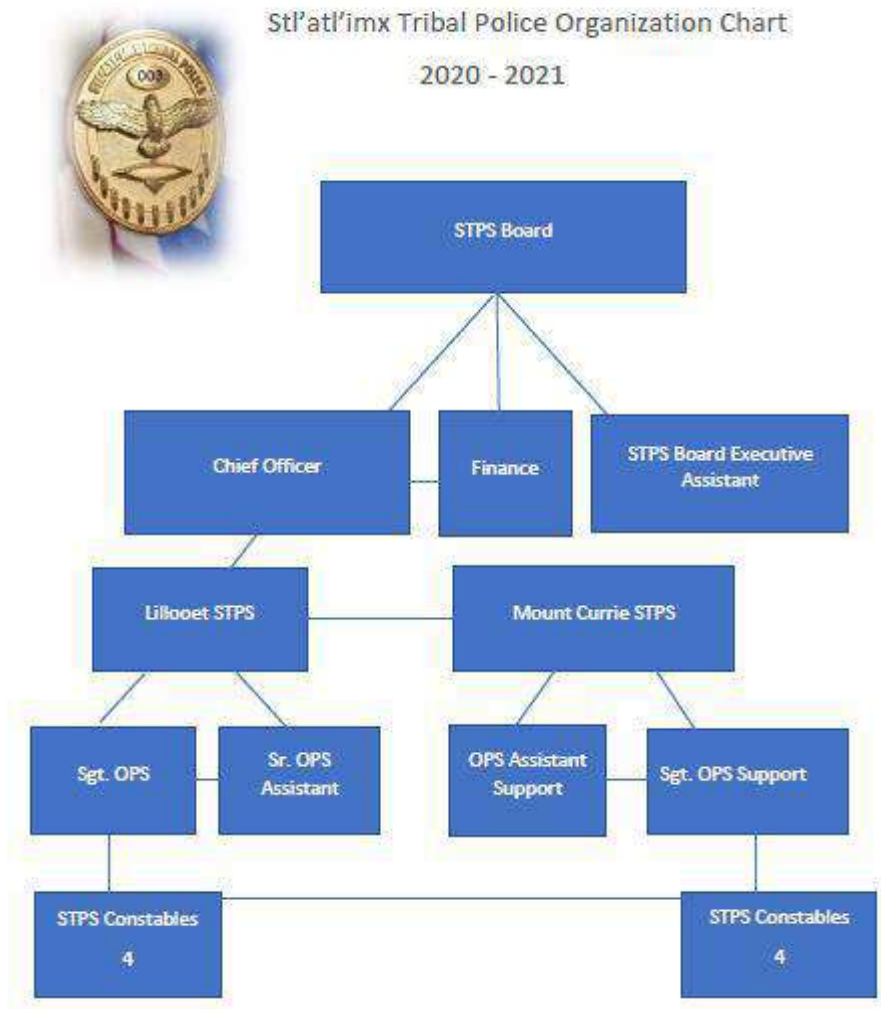
Ten of eleven St'at'imc communities participate in the STPS. The ten communities include Lil'wat Nation, N'Quatqua, Samahquam, Sekw'el'was, Skatin, T'it'q'et, Tsal'alh, Ts'kw'aylaxw, Xaxli'p and Xa'stsa.

Southern Communities / Location	Northern Communities / Location
Lil'wat Nation / Mount Currie	Sekw'el'was / Cayoose Creek
N'Quatqua / D'Arcy	T'it'q'et / Lillooet
Samahquam / Baptiste Smith	Tsal'alh / Shalalth
Skatin / Skookumchuck	Ts'kw'aylaxw / Pavilion
Xa'xtsa / Port Douglas & Tipella	Xaxli'p / Fountain
	Xwisten / Bridge River

ST'AT'IMC TERRITORY MAP



5. ORGANIZATION CHART



6. OUR WORKFORCE

CHIEF OFFICER

The Chief Officer is the leader of the Stl’atl’imx Tribal Police Service and is an employee of the Board pursuant to s. 26(3) of the Police Act. The Chief Officer is responsible for the administration and operations of policing in the ten participating St’at’imc communities.

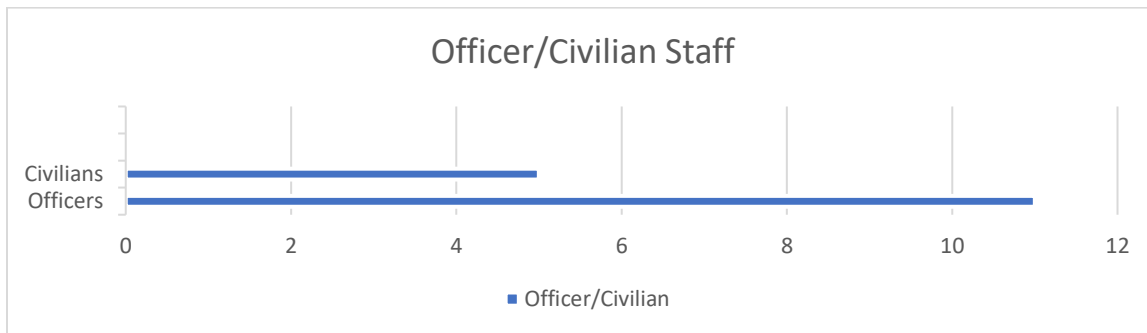
OFFICERS

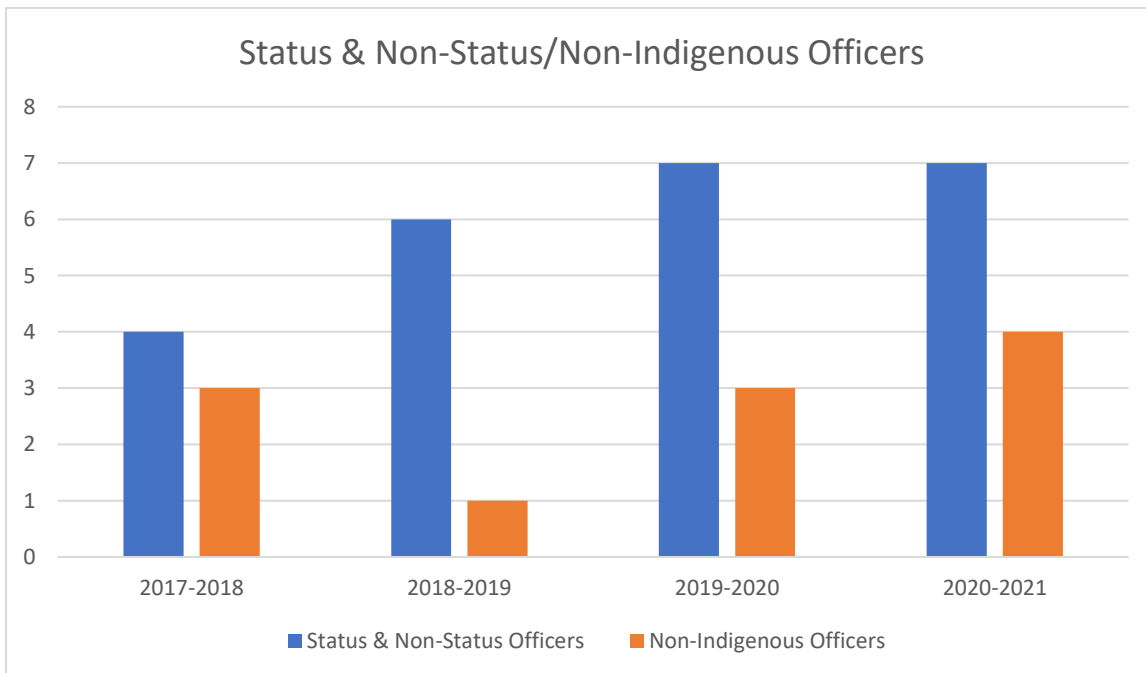
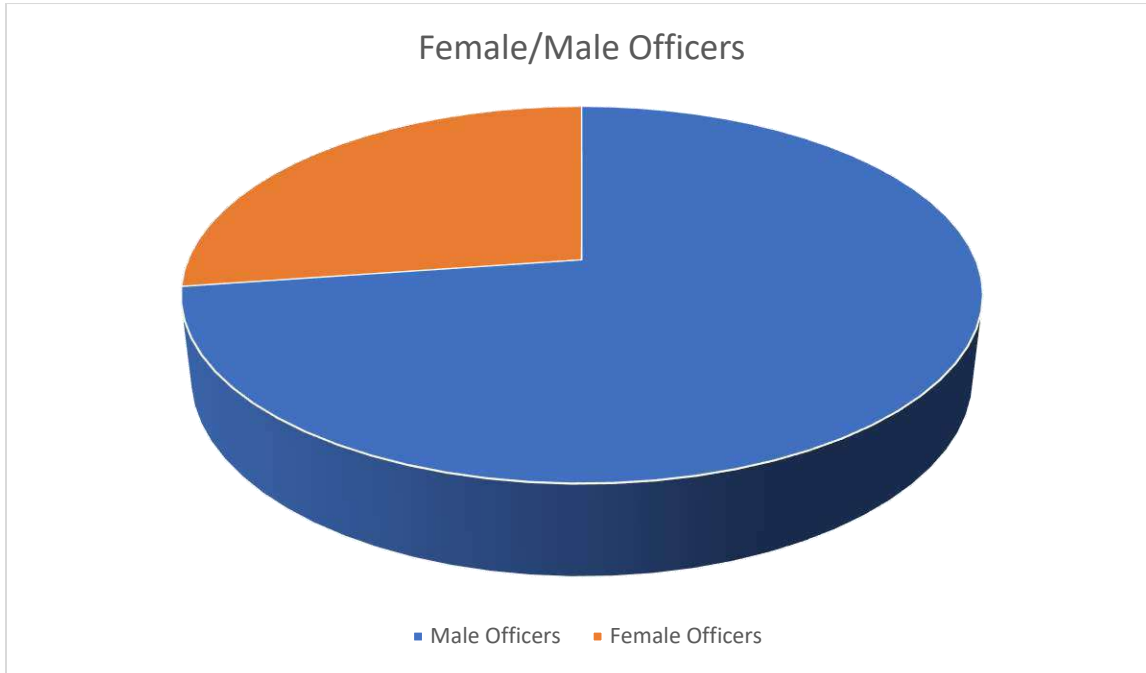
The STPS has a compliment of 11 sworn-staff: 1 Chief Officer, 2 Sergeants and 8 Constables.

CIVILIAN STAFF

The civilian staff includes: 1 Finance Clerk, 1 Senior Operations Assistant, 2 Operations Assistants and an Executive Assistant to the Board.

WORKFORCE AT A GLANCE





C. GOVERNANCE

1. GOVERNANCE FRAMEWORK

LEGAL FRAMEWORK AND MULTI-PARTY ENVIRONMENT

STPS is established and governed by the Board under the authority of, and in accordance with, the Police Act and operates in a multi-party environment that includes primarily the Province, the St'at'imc Chiefs Council (SCC), the Board, and the Chief Officer, plus various stakeholders, and partners. The Board is composed of ten individuals appointed as representatives by the Chief and Council of their respective St'at'imc community.

POLICY VS. OPERATIONAL AUTHORITY

The Board, the Chief Constable, the ten participating St'at'imc communities, St'at'imc Chiefs Council (SCC), and the Province share responsibility for how STPS carries out its duties.

The primary responsibility of the Province is to establish overall standards of policing to ensure an adequate and effective level of policing and law enforcement is maintained throughout British Columbia. Through the Ministry and the Director, the Province is responsible for superintending policing and law enforcement functions, including policing policy, audits, inspections and reviews, police board appointments, and advice to boards and chief constables.

The Province and Canada also fund the operations of the STPS and the Board; they approve the STPS's annual operating budget. Unlike city councils, the ten participating St'at'imc communities do not have legal obligations to the STPS.

The primary responsibility of the Board is to ensure it provides independent civilian oversight, governance, and strategic leadership to STPS, ensuring STPS carries out its mandate in a manner that is consistent with the Police Act and is reflective of the needs, values, and diversity of the ten participating St'at'imc communities.

Pursuant to the Police Act, the Board appoints the Chief Officer and other employees. The Board works with the Chief Officer to establish the Strategic Plan and the annual strategic priorities, goals, and objectives for STPS in a manner that is consistent with the Police Act and responsive to community needs. The Board in a partnership with the Province and Canada approves the overall budget for STPS, authorizes the financial resources for STPS, employs and monitors sworn and civilian personnel strength, and provides oversight of STPS's operations. In overseeing STPS's operations, the Board ensures the development of rules for the administration of STPS and the effective implementation of programs and strategies to achieve STPS's priorities, goals, and objectives. The Board also is responsible for handling service or policy complaints.

The Chief Officer has the primary responsibility for the day-to-day management and operation of STPS. The Chief Officer, not the Board, is the sole authority for police operations.

INDEPENDENCE AND JURISDICTION OF THE BOARD

The legislative intent behind the creation of the Board is to ensure STPS remains a separate and independent body from the ten participating St'at'imc communities. A central tenet of policing in Canada and British Columbia is that the police are entitled to act independently from political interference. At the same time, the police are accountable for ensuring the level and quality of service provided to the community are equitable and impartial.

The Board is accountable to the Province, the ten participating St'at'imc communities that the STPS serves, and other oversight and coordination bodies.

RELATIONSHIP WITH THE TEN PARTICIPATING ST'AT'IMC COMMUNITIES AND THE ST'AT'IMC CHIEFS COUNCIL (SCC)

The Board is responsible for ensuring, as much as possible, that STPS provides effective, efficient, and equitable policing and law enforcement within the ten participating St'at'imc communities. The Board must ensure the independence, security, and confidentiality interests of STPS are properly addressed, maintained and advanced, and the safety of the public is protected. The Board has adopted policies and procedures to monitor access to and disclosure of information under the authority of STPS.

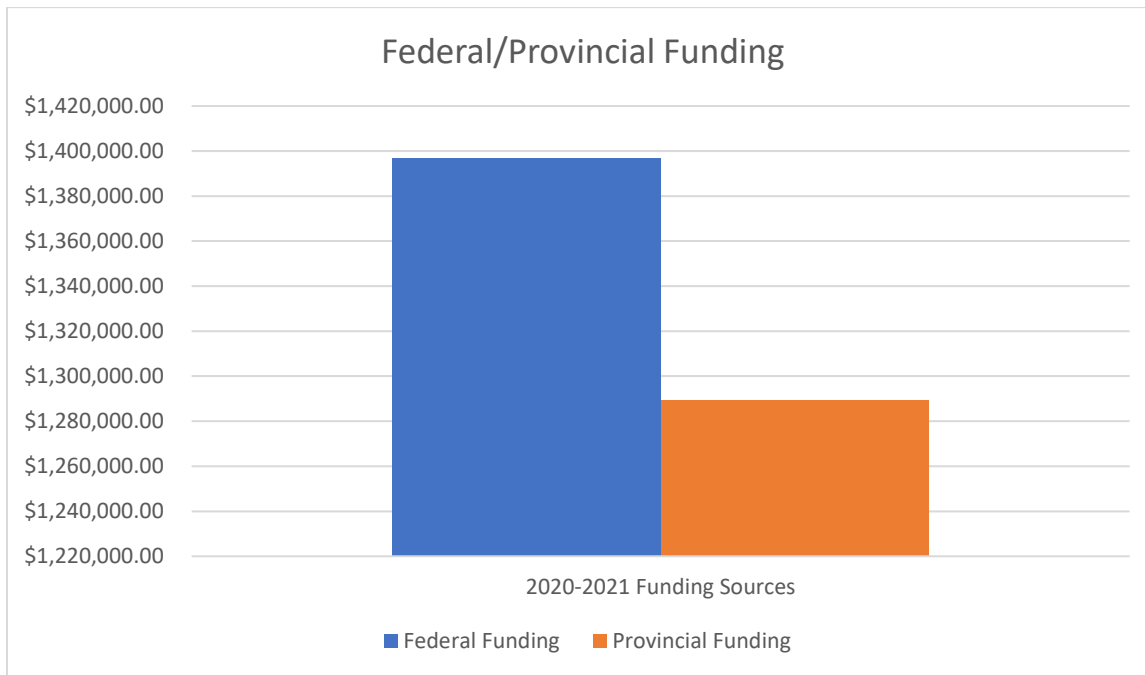
D. FINANCE

1. FUNDING

SOURCES OF FUNDING

April 2020 to March 2021 marked the first year of a 10 years tripartite agreement between federal and provincial agencies and the ten participating St’at’imc communities. Public Safety Canada and Emergency Preparedness, specifically, the First Nations Policing Program, provided 52% of the funding. And, the British Columbia Ministry of Public Safety and Solicitor General provided 48% of the funding. Total funding received in 2020-2021 amounted to \$2,686,399.40.

AMOUNT OF FUNDING



FUNDING HIGHLIGHTS

STPS is the only provincial Self-Administered Indigenous Police Service. Extra funding had been provided for additional officers in the previous year. Although the organization maintained an active recruitment strategy it succeeded in hiring for only two of the additional four officer positions.

ACCOUNTABILITY

The Board is accountable to the Province of British Columbia and the communities that the STPS serves. The Board reports regularly to the Province and the public on the financial and operational performance of STPS.

St'at'imc Days in Lillooet, British Columbia on May 11, 2019.

Left to right; STPS Board Vice Chair Pauline Michell and Chief Officer Doss-Cody.

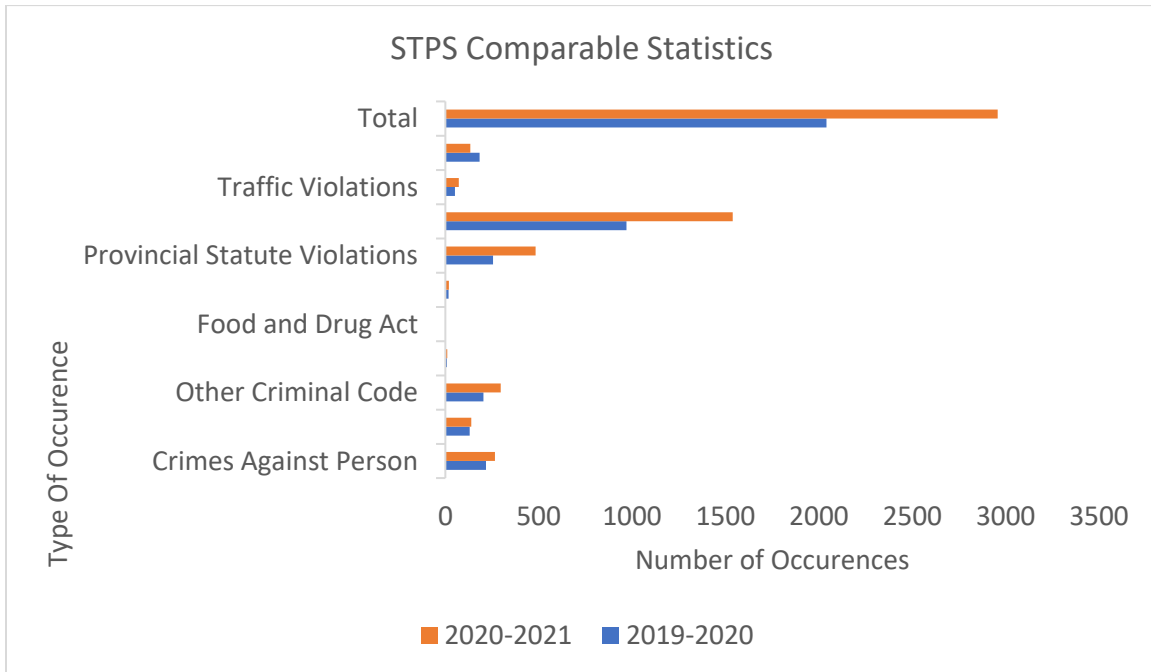


E. WHAT WE DO

1. OPERATIONAL STATISTICS

Provincial Statute Violations		Crimes Against Person	
Liquor Act	91	Assault	206
Securities Act	9	Harassment - Threats	55
Coroners Act	15	Other Criminal Codes - person	4
Mental Health Act	112	Total Crimes Against a Person	265
Fire Service/Dept Act	16		
Child Family & Community Service	50	Crimes Against Property	
Trespass Act	19	Arson	2
Other Provincial Statute Violations	172	Break & Enter	23
Total Provincial Statute Violations	484	Theft	37
		Fraud	9
		Mischief	63
Municipal By-Law Violations		Other Criminal Codes - Property	4
Traffic – Other Moving Provincial	358	Total Crimes Against Property	138
Check Stop Program – Road Block	233		
Collision	54	Other Criminal Code	
Unspecified Assistance	131	Weapons Possession	7
Abandoned Vehicles	21	Breach Bail Violations	66
Check Wellbeing	65	Cause a Disturbance	200
Property Lost/Found	31	Breach of Probation	13
Missing Persons	26	Other Criminal Code	11
Animal Calls	85	Total Other Criminal Code	297
Suspicious Person/Vehicle/Occur	110		
911 – False – Abandoned Calls	47	Narcotic Control Act	
False Alarm	31	Possession Drugs	7
Breach of Peace	152	Trafficking Drugs	3
Assist Federal Agency	0	Production Drugs	0
Assist Provincial Agency	1	Other Narcotic Control Act	1
Breach of Recognizance (Prov)	5	Total Narcotic Control Act	11
Other Municipal By-Law Violations	189		
Total Municipal By-Law Violations	1539	Total Food and Drug Act	0
Traffic Violations		Other Federal Statute Violations	
Impaired Operation MV (Alcohol)	66	Firearms Act	5
Drive While Prohibited	4	Breach Parole & Conditions	2
Other Traffic Violations	2	Other Federal Violations	12
Total Traffic Violations	72	Total Federal Statute Violations	19

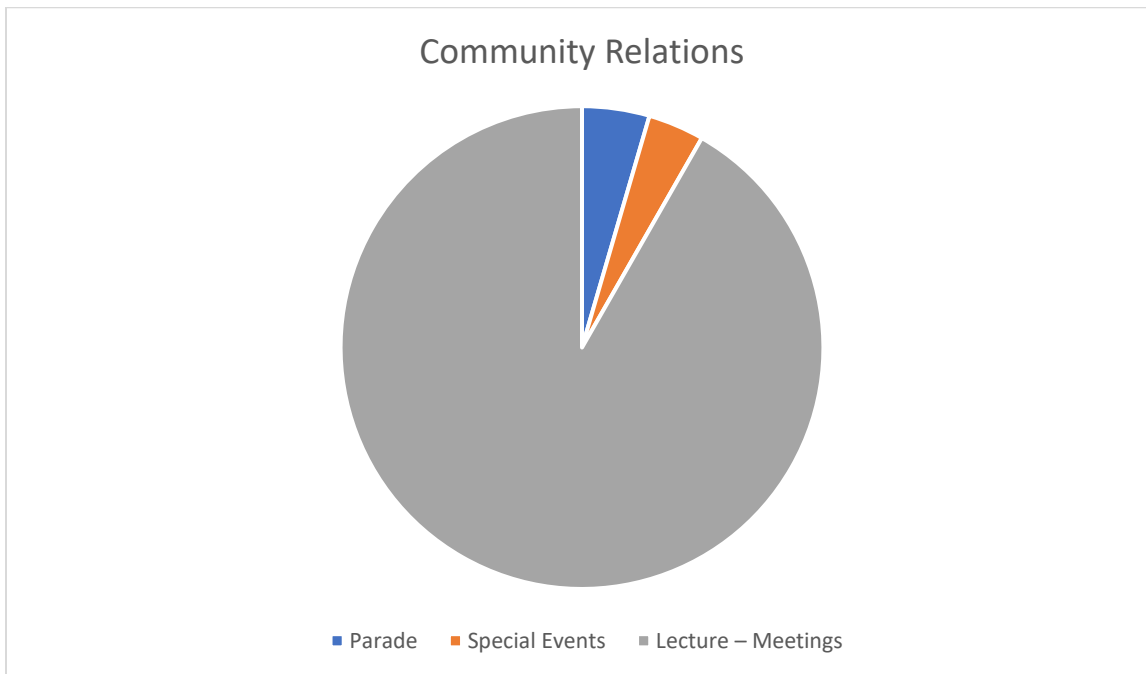
Comparable Stats	2019-2020	2020-2021	%
Crimes Against Person	218	265	+17.74
Crimes Against Property	130	138	+5.80
Other Criminal Code	204	297	+31.31
Narcotic Control Act	9	11	+18.18
Food and Drug Act	0	0	0
Other Federal Statute	18	19	+5.26
Provincial Statute Violations	256	484	+47.12
Municipal By-Law Violations	970	1539	+36.97
Traffic Violations	52	72	+27.78
Community Relations Act	184	133	-38.35
Total	2,041	2,958	+31.00



2. COMMUNITY RELATIONS

Parade	Special Event	Lecture – Meetings
<ul style="list-style-type: none"> Addiction Awareness Walk Emergency Service Parade (Honoring the Health Care Providers) 	<ul style="list-style-type: none"> Traditional Funeral Service 	<p>Teleconference Meetings</p> <ul style="list-style-type: none"> Police Service BC St’at’imc Chiefs Council AFN Conference First Nation Policing Lillooet Emergency Service BCAMCP Kamloops Crown Xa’xtsa Council STP-RCMP IIO Presentation STP Board STP Board – Finance STP Board – Policy & Governance STP Board – Human Resources Indigenous Court Department of Fisheries CTV News St’at’imc Health Authority – (Opioid) Mental Health Wellness Workshop (All Staff) Lillooet STP New Building Mt Currie STP New Building Lillooet STP Operational OOPS Respectful Workplace (All Staff) STP-RCMP-Crown (Bail Hearings) Community Wellness

Community Relations Act	
Parade	6
Special Events	5
Lecture – Meetings	122
Total Community Relations Act	133



3. NORTH DETACHMENT SERGEANT'S REPORT



Sergeant Dale Austinson

Hello everyone. It has been a great pleasure to serve the Stl'atl'imx Nation and the people that reside within the ten communities. I work as the Operations Sergeant, where I provide operational oversight and leadership over our service delivery throughout the entire STPS organization.

This last year has undoubtedly come with many challenges, including the requirement to provide a policing service in the middle of an ongoing global pandemic. Additionally, we were challenged to adjust our service delivery while managing new working protocols so that we might be able to provide a service in a safe and healthy environment. I am proud to say that we did

so despite our resourcing challenges which I am pleased to say are on the mend, and only through the dedication and professionalism of everyone within the STPS.

Operationally, we faced a number of significant investigations and events that required us to compete with several service delivery pressures. Included in these investigations were a multiple fatality motor vehicle crash and a search for lost community members who, despite our best efforts, were not found alive. We were also required to partake in a number of Covid-19 community patrols and support other agencies as they dealt with wildfires throughout our policing territory.

As in other years, our communities are subjected to a higher-than-average crime severity compared to other communities in British Columbia. Our commitment to conduct a complete and thorough investigation and support the victims takes a tremendous mental and physical toll as we do our work while often short of resources. I am, however, encouraged that with the addition of three new resources, our ability to serve our communities will be that much better in the future.

I would, however, like to also thank the communities for their patience while the management team recognizes and addresses the ongoing resourcing issues and brings the agency to the forefront of the policing world with the assistance of the Stl'atl'imx Tribal Police Board.

I am also pleased that funding has been provided to create and build two new police detachments, one in the North and the other in the South of our policing jurisdictions. These new buildings will allow Stl'atl'imx Tribal Police to meet the ongoing needs as a police service now and in the future. This will provide a boost to morale for all STPS staff.

The global pandemic is still an ongoing matter for all of us. As a result, community functions have either ceased or to be significantly reduced. As unfortunate as this is, this time period has provided the STPS with an opportunity to review and revamp our Community Liaison Positions. Each community has been assigned an STPS Liaison Constable whose role is to meet with the leadership within their respective community to discuss and address community concerns and or needs. Once its safe to attend and participate in community events, the STPS will endeavour to provide community policing in a capacity that meets the needs of each respective community. The STPS also implemented a better police presence as a priority for our St'at'imc communities. We realize that not only do we want to be seen in our communities, but we also want to be able to better interact with them when we are in the community. To ensure that we are meeting those priorities, the STPS members report on their community-based activities monthly, including our visits and any road checks conducted. I am proud to advise that the following members are specifically assigned to the following Northern St'at'imc communities:



- Sekw'el'was / Cayoose Creek – Constable Isaac
- T'it'q'et / Lillooet – Constable Swansburg
- Tsal'alh / Seton – Constable Terry
- Ts'kw'aylaxw / Fountain – Constable Kawano
- Xaxli'p / Pavilion – Constable Kawano

Over the course of this year, the STPS responded to 2958 calls for service, of which the majority was crime-related. Of this total, 1366 files were handled by the Lillooet Detachment, while the Mt. Currie Detachment handled 1592 calls.

Our ongoing drive to recruit new staff to the STPS remains a priority for me and the STPS. To become competitive with other agencies and ensure STPS acquires the best applicants to provide a service to our communities, the STPS has modified its intake exam. Our new Ethos Police Intake exam encompasses specific characteristics that speak to the STPS being “Uniquely St'at'imc”, which we wish to promote as part of the requirements to becoming a St'atl'imx Tribal Police Officer.

The St'atl'imx Tribal Police strives to provide the best service to all ten St'at'imc communities we serve as we continue “*Szuhmins / Ucwalmicwa*” (Protecting the People). As the Operations Sergeant, I am looking forward to the future and this great organization's ongoing development.

Once again, I would like to give thanks to all the STPS staff, STPS Board and the people within the nation.

Sergeant Dale Austinson

4. SOUTH DETACHMENT SERGEANT'S REPORT



Sergeant Michael Leo

This has been quite the year with many changes that occurred really fast within the STPS Mount Currie office. The staff is growing with new members and returning members. The past few months have been challenging with the transition of communication devices and office equipment to the new building. It took a tremendous amount of energy and dedication to have everything come together to complete the move. And, at the same time, it has been a difficult time for the organization and the communities to process the loss of family members and friends.

The Mount Currie office has two civilian staff and four working members that patrol the five southern St'at'imx communities - N'Quatqua, Lil'wat, Samahquam, Skatin and Xa'xtsa. We have attended to 1419 incident reports in 2020 which range from assisting the general public to criminal code violations and traffic incidents. Currently, the Mount Currie office is at 1141 incident reports with only three months till 2022.

Several recruit officer applicants have applied to join the St'at'imx Tribal Police Service. They will continue through the application process as long as they successively pass each required stage. The next coming year will be more effective once we are fully set up in the new office and have at least one more new member join the team.

STPS officers strive to provide the best service to all ten communities that we serve and we continue to attend to calls in a timely manner. The new year can only bring more positive changes to the organization and to the communities that we serve.

All my relations,

Sergeant Michael Leo



Southern Communities / Locations	Community Liaison Officers
Lil'wat Nation / Mount Currie	Constable McLaughlin
N'Quatqua / D'Arcy	Constable Thevarge
Samahquam / Baptiste Smith	Constable English
Skatin / Skookumchuck	Constable English
Xa'xtsa / Port Douglas & Tipella	Constable John



New office building site in Mount Currie on Orange Shirt Day, September 30, 2020.

Left to right; Constable McLaughlin, Operations Assistant Tammy Wallace, Sergeant Leo and Constable English.

Construction on the brand-new facility was completed on March 31, 2021. The building offers modern work conditions for southern staff.

5. HIRING & TRAINING

STPS Hiring		
August 23, 2020	1 Officer	Lateral Hire sworn-in

STPS Training		
April 1, 2020	2 Recruit Officers	JIBC training. Graduated on September 18, 2020
July 30, 2020	2 Operations Assistants	Local Authorization Registration (LAR)
August 24, 2020	2 Officers	C-8 Carbine Operator
August 24, 2020	1 Officer	Certification - Pistol
September 2, 2020	9 Officers 2 Civilian Staff	PTSD Resilience & Trauma Workshop
October 15, 2020	11 Officers 5 Civilian Staff	Ounce of Prevention Solutions (OOPS)
October 29, 2020	2 Officers 1 Civilian Staff	First Nations Police Governance Council (FNPGC) Annual Conference
November 9, 2020	11 Officers	Recertification – Pistol & Rifle Recertification – Use of Force
November 9, 2020	1 Officer	C-8 Carbine Operator
November 15, 2020	1 Officer	IIO Zoom Conference Workshop

6. RECRUITMENT

NEW OFFICER BIO – CONSTABLE SWANSBURG

STPS Constable Kevin Swansburg was sworn-in on August 23, 2020 at the Mount Currie office.

Kevin was born and raised in Regina, Saskatchewan. After high school he attended Northwest Law Enforcement Academy in Winnipeg, Manitoba.



While in Winnipeg he completed the Law, Enforcement and Safety Diploma Program.

Upon completing his police studies in 2007 he attended a 26-weeks Cadet Training Program at the Depot. The Depot is an RCMP Training Academy in Regina, Saskatchewan.

Prior to working for the STPS Kevin worked for the Kativik Regional Police Force in northern Quebec.

The STPS warmly welcomes Constable Swansburg to our team of dedicated police officers.

7. AWARDS & RECOGNITION

CIVILIAN STAFF AWARDS & RECOGNITION



Congratulations, Kathleen Doss! In 2020 she earned recognition for her 25 years of service with the STPS. She is the organization’s Senior Operations Assistant and works out of the Lillooet office. Her commitment to serving the STPS Board and the organization shows in her detailed work. Not only is she an exemplary role model to civilian co-workers in operational matters but she is also an abundance of knowledge to sworn staff and board members. It is with deep appreciation that the organization celebrates her dedication to the STPS.

Kathleen holds a hand-painted cookie made by St’at’imc community member Olivia Bob, certified baker. These custom-made cookies were gifted to STPS staff and board members by Chief Officer Doss-Cody. The cookies arrived with the individual take-out lunches that replaced the in-person annual holiday staff luncheon this year. The cookies are replications of the officer badges. Their cookies included their badge number.

OFFICER AWARDS & RECOGNITION

The outcome of a 2020 Independent Investigations Office (IIO) investigation concluded that there were no reasonable grounds to believe that an STPS officer committed an offence in February 2020 in Lillooet. In fact, Ronald J. MacDonald, Chief Civilian Director, stated that two officers acted commendably by risking their own lives. The STPS has nominated the two STPS officers for a Lieutenant Governor medal for their exemplary service. If chosen to be honoured, the Lieutenant Governor will present them their medals at Police Honours Night at the Government House in Victoria, British Columbia.

OFFICER AWARDS & RECOGNITION

STPS Sergeant Dale Austinson received a medal from the First Nations Chiefs of Police Association (FNCPA) on July 20, 2020. He was recognized as FNCPA Officer of the Year in 2017. The award has since been discontinued. Due to unforeseen circumstances the medal arrived at the STPS Lillooet office three years later.

On behalf of the First Nations Chiefs of Police Association



This Officer of the Year Award is hereby presented to Sergeant Dale Austinson:

In grateful recognition of your dedication to your department, where you have exemplified being a team player, worked over, above and beyond, duty, particularly with assisting others, volunteering on every type of priority or emergency call, and being available for all operations regardless of the time of day or night. This Award is hereby presented to you for your devoted and selfless dedicated service to your Police Service, fellow colleagues and community.

First Nations Chiefs of Police Association

***OUR FORCE MAY BE SMALL BUT WE SERVE EACH DAY WITH HONOUR & RESPECT –
STL'ATL'IMX TRIBAL POLICE SERVICE***

COMMUNITY MEMBER AWARDS & RECOGNITION

Gloria Joseph – Lillooet, B.C.



Gloria Joseph has been advocating for victims' rights within her community for 40 years, beginning after her graduation from the Sexual Abuse Counsellor Training Program. While working as a social worker, she identified a gap in services and support for women, children and victims of violence and, in response, she started a support group for women who were experiencing or had experienced sexual abuse. Soon after, she became Coordinator of the

Community-Based Victim Services Program and Stopping the Violence Against Women Facilitator with the Lillooet Friendship Centre Society. She was integral to the development of the Victim Services program in Lillooet, and she has trained hundreds of Victim Services volunteers. She brings to her work a wealth of knowledge that comes from her extensive experience supporting victims.

Gloria continues to actively raise awareness through fundraising and community events, such as the "End Domestic Violence" campaign. She is also part of a committee that is creating a community crisis response team for handling sexual abuse disclosures.

Each year the British Columbia Ministry of Public Safety and Solicitor General solicits nominations for the Community Safety & Crime Prevention Awards. STPS Chief Officer Doss-Cody nominated Gloria Joseph for the Services to Victims Award category. The Safe Communities Working Group chose Gloria Joseph as recipient.

Gloria Joseph, seated 2nd from the right, receiving her award. The award recognizes an individual that has provided exemplary leadership in providing services and support to victims.



8. VEHICLES

The STPS has a fleet of Toyota Tundra trucks, one remaining GMC Yukon and one Chevrolet Silverado.



LIST OF VEHICLES

	STPS Vehicle	Location
1.	2007 GMC Yukon	Lillooet
2.	2011 Chevrolet Silverado	Mount Currie
3.	2012 Toyota Tundra	Lillooet
4.	2013 Toyota Tundra	Lillooet
5.	2013 Toyota Tundra	Mount Currie
6.	2013 Toyota Tundra	Mount Currie
7.	2019 Toyota Tundra	Mount Currie
8.	2020 Toyota Tundra	Lillooet
9.	2020 Toyota Tundra	Lillooet

9. DID YOU KNOW

THE WATCHMEN SYSTEM – AS TOLD BY ROGER ADOLPH

Roger Adolph recalls the Watchmen System being in place in the 1950's and earlier. It was an old system that was effective and strong. It was strong due to the language and the language made a difference. There was a head Watchmen and trainees who would take over when the head Watchmen passed on. Watchmen had to be in good physical shape.

The Watchmen disciplined the young people. For example, there was a time when young people were expected to be home. If not home at that hour, the Watchmen would round up the youth and bring them home. Further, when the youth continued to be belligerent, they were brought to a meeting to face the people. The youth would kneel in front while other business took place. Finally, nearing the end of the meeting, the people would determine what would happen to the youth.

Roger told a story that took place in Mt. Currie. While playing with other children he came across a strawberry patch owned by Elders. Assuming that no-one saw them the children took some strawberries. Soon after, a meeting was called. Someone told his mother that Roger had to go up to the front and kneel down in front of the people. His mother asked him what he had done wrong but Roger could not recall anything. On his way up to the front and while on his knees he still could not recollect any misdeeds.

Roger remembers, in amazement, the memory of that meeting. The women sat in front, the men and Council were in the back, and the Chief sat by himself. The people went through the business of the meeting. Wrapping up the end of the meeting the Chief got up and told a story. In this story, a man took things that did not belong to him. Consequently, he was ousted out of the community and lived by himself until he passed on. No one helped this person. The Chief said that if these kids took things that did not belong to them then the same thing would happen to them. When the children went outside afterwards the Watchmen and the people shunned them. When his mother found out what he had done, she had him pack wood and water for the old people. Prior to stealing from them, Roger regularly helped out the old people. But now, because of what he had done, they ignored him. It took a long time before the people began to acknowledge him again. Roger had learned his lesson.

The Watchmen system was in place to keep the order and peace in a community. Each community in the St'at'imc territory may have had their own Watchmen system. These systems may have differed according to the ways and the traditions of each distinct group of people.

F. A YEAR IN PHOTOS

1. ALBUM ONE



2. ALBUM TWO



3. ALBUM THREE



4. ALBUM FOUR



5. ALBUM FIVE



G. CONTACT US

1. MOUNT CURRIE OFFICE – SOUTHERN COMMUNITIES



357 IR #10 Road
PO Box #5
Mount Currie, BC
V0N 2K0

Non-Emergency:
604-894-6124

Emergency:
604-894-5757 or 911

Fax Number:
604-894-6185

www.stlatlimxpolice.ca

2. LILLOOET OFFICE – NORTHERN COMMUNITIES

879 Main Street
PO Box #488
Lillooet, BC
V0K 1V0

Non-Emergency:
250-256-7784

Emergency:
250-256-7767 or 911

Fax:
250-256-4600

www.stlatlimxpolice.ca



3. CONTACT US

Officers	Name	Telephone Extension
Chief Officer	Doss-Cody, Dee	202
Sergeant	Austinson, Dale	203
Sergeant	Leo, Michael	303
Constable	Isaac, Leonard	204
Constable	Thevarge, Mitch	304
Constable	Terry, Annessa	205
Constable	John, Chelsea	206
Constable	English, Michael	306
Constable	Kawano, Aaron	207
Constable	McLaughlin, Trish	305
Constable	Swansburg, Kevin	307

Civilian Staff	Name	Telephone Extension
Senior Operations Assistant	Doss, Kathy	200
Operations Assistant	Joseph, Minnie	301
Operations Assistant	Wallace, Tammy	300
Finance Clerk	Lancaster, Pam	201
Executive Assistant to the Board	Sumariwalla, Shireen	308

4. WEBSITE AND ONLINE REPORTING

Visit our website for more information about the STPS and to access Online Reporting:

www.stlatlimxpolice.ca