



EDMONTON POLICE SERVICE

REPORT TO THE EDMONTON POLICE COMMISSION

DATE: 2018 October 29

SUBJECT: Edmonton Police Commission Street Check Review Report
EPS Response to Recommendations

RECOMMENDATION(S):

That this report be received for information.

INTRODUCTION:

The EPC Street Check Review Report created by Dr. Curtis Griffith outlined several recommendations for the EPS to address noted or perceived gaps in organizational policies and practices. This is an update on EPS responses to recommendations outlined in the Edmonton Police Commission Street Check Review Report submitted by Dr. Curtis Griffith.

BACKGROUND:

The Risk Management Quality Assurance Branch reviewed the EPC Street Check Review Report and identified 17 recommendations. They obtained feedback from identified internal stakeholders responsible for work aligned with the recommendations outlined in the EPC Street Check Review Report.

COMMENTS / DISCUSSION:

1. Several recommendations arising from the EPC Street Check Review Report are currently being addressed as a result of past and present organizational efforts.
2. As a result of the 2016 EPS Street Check and SCR Review, a significant amount of work has gone into addressing identified gaps for conducting Street Checks and the use and storage of associated SCR data.
3. On June 27, 2018, a written letter of response was provided to the EPC providing feedback to the content of the EPC Street Check Review Report.

CONCLUSION:

EPS responses to the proposed EPC Street Check Review Report recommendations have been attached to this report.

ADDITIONAL INFORMATION ATTACHED:

- Attachment 1 - The Edmonton Police Service Response to Recommendations contained within the City of Edmonton Street Checks Policy and Practice Review

Written By: Insp. Warren Driechel
Intelligence Production and Operations Branch



Reviewed By: Executive Director Dave Elanik
Intelligence Division



Approved By: Deputy Chief Greg Preston
Intelligence and Investigations Bureau



Chief of Police:



Kevin Brezinski
Acting Chief of Police



Date: 2018 NOV 01

EPS Street Checks Policy and Practice Review

The Edmonton Police Service Response to Recommendations contained within the City of Edmonton Street Checks Policy and Practice Review

Recommendation:	Management Response	Accountability	Proposed Implementation Date
Initiate a Public Dialogue on Street Checks	The Edmonton Police Service's Strategy and Performance Branch will develop and implement a comprehensive Community Policing Strategic Plan. Among other things, this Community Policing Strategic Plan will seek to address, inform, and engage our community on issues such as racism and discrimination and establish an ongoing dialogue on items such as street checks and privacy issues.	Strategy and Performance Branch	Q3 2019
Reduce the Disconnect Between Senior Management and the Line Level with Respect to the Objectives and Conduct of Street Checks	The Edmonton Police Service has implemented a Centralized Approval process for Street Checks. Through this process, line level members receive consistent feedback with respect to the objectives and conduct of Street Checks which aligns with that of Senior Management. In addition internal communication has been developed and shared with line level members to inform and educate on Senior Management's expectations related to the objectives and conduct of Street Checks. Through this continued and consistent messaging EPS is confident that any disconnect between Senior Management and line level members will be significantly reduced over time.	Intelligence Production and Operations Branch	N/A

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<p>Increase the Diversity of the EPS</p>	<p>The Edmonton Police Service's Recruit Selection Unit (RSU) works with a Diversity Positive Advisory Recruiting Committee to continually seek ways and develop initiatives to engage with Edmonton's diverse community in a manner that will attract interest in Policing as career choice and increase the number of applications received from visible minorities. This Diversity Positive Advisory Recruiting Committee is made up of representatives from seven communities.</p> <p>The RSU also has specific initiatives which target recruitment from Edmonton's diverse communities, these initiatives include building relationships with leaders and key influencers in Post-Secondary Student and Religious / Ethnic Clubs and Religious Institutions and advertising and interviewing with various Cultural & Community Media outlets.</p> <p>To support interested recruits through the hiring process and prepare them for Recruit Training, the RSU has developed a Recruit Applicant Mentorship Program and a Recruit Mentoring Academy. The Recruit Application Mentorship Program started in January 2017 and mentors those potential applicants who are a visible / sexual minority or female through the hiring process. The Recruit Mentoring Academy, the first of it's kind in Canada, launched in March 2017 with all successful RMA graduates passing the EPS Recruit Training.</p>	<p>Employee Services Branch</p>	<p>N/A</p>
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Address the Privacy Issues Surrounding Street Checks	<p>In the short term, the Edmonton Police Service's Intelligence Division has worked with Corporate Communications to produce an Education Strategy to inform and educate the community on the purpose and function of street checks and the use of related data. The strategy will produce materials in multiple languages. There has been a delay in distribution as the Provincial Government has not yet ratified their own requirements and guidelines on this topic. EPS will review the Provincial requirements and guidelines once established to ensure alignment before dissemination of these pamphlets.</p> <p>In the long term, the Edmonton Police Service's Strategy and Performance Branch will develop and implement a comprehensive Community Policing Strategic Plan. Among other things, this Community Policing Strategic Plan will seek to address, inform, and engage our community on issues such as racism and discrimination and establish an ongoing dialogue on items such as street checks and privacy issues.</p>	Corp Communications Branch, Intelligence Production and Operations Branch, and Strategy and Performance Branch	Q1/Q2 2019
View Street Checks as a Microcosm of the Larger Issues Related to Racism and Discrimination Against Communities of Diversity	The Edmonton Police Service's Strategy and Performance Branch will develop and implement a comprehensive Community Policing Strategic Plan. Among other things, this Community Policing Strategic Plan will seek to address, inform, and engage our community on issues such as racism and discrimination and establish an ongoing dialogue on items such as street checks and privacy issues.	Strategy and Performance Branch	Q3 2019

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Improve Officer Knowledge of the communities and Persons They Police	<p>For several years, the Edmonton Police Service has brought in a variety of representatives from different community groups and marginalized populations to speak to our members on their experiences and perspectives. In addition, Recruit Training includes several courses intended to inform our members of the communities and persons they police. Continuing professional development in these areas includes mandatory training and eLearning material for our membership.</p> <p>In 2019 the Edmonton Police Service will be enhancing our strategic approach to training topics. This will include consideration for the impact and value of training as well as assessing the perishability of skills.</p>	Professional Development Branch	Q4 2019
Create Additional Report Forms	The Edmonton Police Service has reviewed the opportunity to create additional report forms, however with several competing priorities the development and technological implementation of these forms is not feasible at this time. The Edmonton Police Service is aware of and accepts the risk related to non Street Check type events and information being submitted on Street Check forms.	Intelligence Production and Operations Branch	N/A
Monitor for Pretense Policing	Through already established processes and procedures, the Edmonton Police Service monitors and appropriately responds to signs of unprofessional conduct. These already established processes and procedures include, but are not limited to the accountability model, early intervention and the work conducted by the Professional Standards Branch. The Edmonton Police Service is confident that these established processes monitor for pretense policing.	Professional Standards Branch	N/A

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Monitor for De-Policing	Through already established processes and procedures, the Edmonton Police Service monitors and appropriately responds to signs of unprofessional conduct. These already established processes and procedures include, but are not limited to the accountability model, early intervention and the work conducted by the Professional Standards Branch. The Edmonton Police Service is confident that these established processes monitor for de-policing.	Professional Standards Branch	N/A
Monitor for Procedural Justice in Police-Citizen Encounters	<p>Throughout recent training efforts, and an update of the EPS recruit training curriculum, significantly more emphasis on communication has been provided. This included professionalism, achieving certain communication objectives, and additional instruction on complex de-escalation techniques in order to achieve successful officer-citizen interactions. Recent training also included the purpose and 'how to' behind street checks, with attention to indicators of criminality (not race) and attention to being fair and managing bias.</p> <p>To enhance members focus on procedural justice, principles of procedural justice that include perceived demeanor, fairness and impartiality, concern, helpfulness, conflict resolution strategies, and treating people with dignity and respect will be part of GBA+ training. This training will be implemented service wide in 2019.</p>	Professional Development Branch	Q4 2019
Monitor for Problem Officers	Through already established processes and procedures, the Edmonton Police Service monitors and appropriately responds to signs of unprofessional conduct. These already established processes and procedures include, but are not limited to the accountability model, early intervention and the work conducted by the Professional Standards Branch.	Professional Standards Branch	N/A

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Develop a Comprehensive Community Policing Plan	The Edmonton Police Service's Strategy and Performance Branch will develop and implement a comprehensive Community Policing Strategic Plan. Among other things, this Community Policing Strategic Plan will seek to address, inform, and engage our community on issues such as racism and discrimination and establish an ongoing dialogue on items such as street checks and privacy issues.	Strategy and Performance Branch	Q3 2019
Develop a Plan to Inform/Educate Communities on the Objectives and Use of Street Checks in Policing	The Edmonton Police Service's Strategy and Performance Branch will develop and implement a comprehensive Community Policing Strategic Plan. Among other things, this Community Policing Strategic Plan will seek to address, inform, and engage our community on issues such as racism and discrimination and establish an ongoing dialogue on items such as street checks and privacy issues.	Strategy and Performance Branch	Q3 2019
Improve the Skill Sets and Competencies of EPS Officers	EPS Professional Development Branch routinely assesses the effectiveness of the training delivered in order to continually improve the skill sets and competencies of EPS Officers. This is an ongoing practice.	Professional Development Branch	N/A
Audit the Centralized SCR Approved Process	A Centralized Street Check Report Review is conducted by the Criminal Intelligence Branch and reported on a semi- annual basis. The results of this Review are reported to the Edmonton Police Commission. The Risk Management and Quality Assurance Section will include the Centralized SCR approval function and process for consideration and prioritization of independent quality assurance audits conducted by the Section.	Risk Management and Quality Assurance Section	N/A

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Ensure That the EPS is Sufficiently Resourced to Develop and Sustain a Community Policing Strategy	Risk Management and Quality Assurance has developed and implemented a Resourcing Risk Assessment Plan to assess staff resourcing within a designated unit. This will continue to be used to ensure that EPS has sufficient resources to develop and sustain a Community Policing Strategic Plan.	Risk Management and Quality Assurance Section and Edmonton Police Commission	N/A
Review the Role of Private Security Personnel and Their Encounters with Persons in Communities of Diversity	<p>While EPS can appreciate the rationale for this comment, the legal conduct and encounters of private security personnel with persons in communities of diversity is beyond the mandate of EPS.</p> <p>The Edmonton Police Service believes that this is within the mandate of the Ministry of Justice and Solicitor General and the EPS would be a willing and engaged participant in a Cooperative Policing Program if requested by the Minister.</p>	Intelligence Production and Operations Branch	N/A

WHAT IS A

STREET CHECK?

A street check is a conversation between a police officer and a citizen.

If information obtained during the conversation is of value, it is written on a "street check form" and retained. That information could be instrumental in solving a crime.

Coversations can include the following:

- **A check to see if a person needs assistance**
- **A discussion about suspicious activity or recent crimes in the area. The citizen might not be involved in the activity but could have related information.**

Street checks are permitted by Canadian law and participation is voluntary. You do not have to participate in a street check if you do not want to.

More information is available at edmontonpolice.ca/streetchecks

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