

**2. What policies has the Edmonton Police Commission (EPC) established to direct or influence the operations of Edmonton Police Service in respect of use of force, collection of race based data, diversity/inclusion, and recruitment/retention?**

**a. The use of force by Edmonton Police Service personnel.**

Although not operational in nature, the EPC has a strong governance role with respect to use of force by Edmonton police officers that is exercised in the following ways:

- The Professional Standards Committee (PSC) reviews all complaints against police officers, including those alleging improper use of force. These reports are public and posted online<sup>1</sup>.
- Alberta Serious Incident Response Team (ASIRT) investigations. EPC is advised of all files that have been referred to ASIRT for investigation along with the outcome.
- Reporting on Use of Force by police officers is provided to EPC twice per year in the “EPS Control Tactics Statistics” report. These reports provide data and year over year trends on type of force used by police officers, along with a summary of how many use of force incidents resulted in a complaint of improper force. These reports are public and posted online<sup>2</sup>.

Through these mechanisms, EPC can assess trends and patterns with respect to how officers use force in dealing with citizens in Edmonton.

As stated in reports provided to City Council on November 16, 2020<sup>3</sup>, “The use of force is an unpleasant but necessary reality in the world of policing. Use of force is governed by *the Criminal Code of Canada*. The law is clear - police can use as much force as is reasonably necessary to effect a lawful arrest. In Alberta, use of force is highly regulated. The police cannot simply add or change use of force techniques. Police must subject any changes to an approved use of force option to a provincial standard review.”

**b. The collection of race-based data in regard to interactions of Edmonton Police Service personnel with community members.**

Under section 31(1)(b) of the *Police Act* (Commission shall establish policies providing for efficient and effective policing) the EPC has the ability to direct the police service to collect race-based data.

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<sup>1</sup> <https://edmontonpolicecommission.com/reports/>.

<sup>2</sup> <https://edmontonpolicecommission.com/reports/>.

<sup>3</sup> <https://pub-edmonton.escribemeetings.com/Meeting.aspx?Id=4f7a99a5-3f2f-436d-9652-3844427c8cff&Agenda=Agenda&lang=English&Item=27&Tab=attachments>

Based on the events of 2020 with the tragic deaths of George Floyd and Breonna Taylor, EPC expressed support for the collection of race-based data for all police files and made inquiries with the service. The police service advised they were fully supportive and were working with the federal government to align reporting in a way that was suitable to Statistics Canada.

**c. The use of practices to foster diversity and inclusion in Edmonton Police Service.**

EPC is and has been a proponent of fostering diversity and inclusion in the police service. It is well understood and acknowledged that police services must be representative of the communities they service to enhance trust and legitimacy.

Diversity and Inclusion goals EPC wishes to pursue are first set out in the EPC Strategic Plan under Goal 3: “ TO ENSURE THAT EPC ACKNOWLEDGES, REFLECTS, UNDERSTANDS, AND ACTS ON THE DIVERSITY AND RICHNESS IN OUR COMMUNITY.” This goal drives the work of EPC and informs the police service on directions they need to pursue. Examples of Diversity and Inclusion that the EPC wishes the police service to pursue are found in the police service’s strategic plan<sup>4</sup>.

Additionally, the Griffiths Report commissioned<sup>5</sup> by EPC in 2018 made 17 total recommendations that EPC directed the police service to implement. A substantial number of these recommendations, listed below, support the goals of becoming more diverse and inclusive:

- Increase the Diversity of the EPS
- View Street Checks as a Microcosm of the Larger Issues Related to Racism and Discrimination Against Communities of Diversity
- Improve Officer Knowledge of the Communities and Persons They Police
- Monitor for Pretense Policing
- Monitor for Procedural Justice in Police-Citizen Encounters

Update on the implementation of the progress of these recommendations, and others, were made to City Council on November 16, 2020<sup>6</sup> and June 30, 2021<sup>7</sup>.

**d. The expectations of Edmonton Police Service in respect of recruitment, training, advancement, performance appraisal and retention of police officers and other Edmonton Police Service personnel.**

In recent years, the Commission and the service have invested in better recruitment systems, employee training, and human resource practices to identify indications of racist behaviours and attitudes. New recruitment strategies are designed to hire individuals who best represent the

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<sup>4</sup> <https://www.edmontonpolice.ca/AboutEPS>

<sup>5</sup> <https://edmontonpolicecommission.com/edmonton-police-commission-releases-executive-summary-of-street-checks-policy-and-practice-review/>

<sup>6</sup> <https://pub-edmonton.escribemeetings.com/filestream.ashx?DocumentId=72325>

<sup>7</sup> <https://pub-edmonton.escribemeetings.com/filestream.ashx?DocumentId=106511>

community, possess empathy, and can build relationships based on trust and respect. Now, more than ever, recruit classes represent a depth and breadth of those with diverse backgrounds, life experiences, and education. There is no place in the service for individuals who see the colour of a person's skin before the nature of their actions.

Diverse recruitment initiatives started years ago have been proving very successful in ensuring a more diverse group of officers is serving the citizens of Edmonton. "Since the beginning of 2017, EPS has hired 333 new police officers with a broad range of educational qualifications, from certificates to doctorates. Of these new officers, they self-identified as: 28% female, 5% Indigenous, 3% sexually diverse and 50% were from underrepresented communities. Currently, the national average for female police officers in a police organization is approximately 20%. Since 2017, police officers' diversity has increased substantially, with the number of recruits self-identifying as belonging to a diverse population increasing from 12% in 2016 to 58% in 2020. This is not by accident – the EPS has deliberately sought to build a more diverse front-line workforce and has completed an equity review of recruitment process."

EPC sets the expectations of the police service through the approval of the strategic and business plans. These documents<sup>8</sup> clearly outline the broader human resource goals of the police service.

EPC also expects the police service to abide by the Government of Alberta Policing Standards with respect to Personnel Administration requirements. Information on Alberta Policing Standards – Personnel Administration can be found at pages 27 to 47 at the link below:

<https://open.alberta.ca/dataset/0cbf32a5-7ea3-439d-83d4-0924092d7211/resource/f2628888-9826-4926-92c9-68deb63d26ad/download/jsg-policing-standards-2.2-april-20-2020.pdf>

Lastly, the EPC has requested an updated "People Plan" from the police service which is expected to address topics of diversity and inclusion, recruiting, retention, career progression, etc. The People Plan is due to EPC for review and approval in 2021.

The police service currently has standing policies on all of the topics listed for this question. These policies have been established to assist in advancing EPC and EPS goals in this area and to meet Government of Alberta Policing Standards with respect to Personnel Administration requirements.

### **Other Guidance**

EPC maintains a comprehensive set of policies that assist in directing or influencing the operations of Edmonton Police Service<sup>9</sup>. Policies capture everything referenced above including annual reporting back to EPC to be able to assess impact & effectiveness.

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<sup>8</sup> <https://edmontonpolicecommission.com/wp-content/uploads/2020/04/EPS-2020-2022-Business-Plan-Final.pdf>

[https://edmontonpolicecommission.com/wp-content/uploads/2020/04/EPS-2020-2022-Strategic-Plan-Final-V2\\_reduced.pdf](https://edmontonpolicecommission.com/wp-content/uploads/2020/04/EPS-2020-2022-Strategic-Plan-Final-V2_reduced.pdf)

<sup>9</sup> <https://edmontonpolicecommission.com/about-epc/policies/>

