



APPROVED

Guardian of Public Trust

**EDMONTON POLICE COMMISSION
PUBLIC MEETING**

MINUTES

**Thursday, November 21, 2024
River Valley Room, Main Floor, City Hall
Edmonton, Alberta
12:06 P.M. to 13:38 P.M.**

PRESENT

Commissioner Chair John McDougall
Commissioner Vice-Chair Anne-Marie Lambert
Commissioner Michael Lee
Commissioner Ben Henderson
Commissioner Jo-Anne Wright
Commissioner Anne Stevenson
Commissioner David Sowemimo
Commissioner Irfan Chaudhry

ZOOM

Commissioner Jayan Nagendran
Commissioner Shazia Amiri
Commissioner Kemi Kufuor-Boakye

ABSENT

Commissioner Walter Sinclair

EPC STAFF

Matt Barker, Executive Director
Bonnie Riddell, Strategic Policy & Research Analyst
Deanna Matchett, Public Complaint Director/Legal Counsel
John Statton, Communications Advisor
Echo Baxter, Secretary to the Edmonton Police Commission
Aman Mahal, Administrative Assistant
Teminijesu Anjorin, Administrative Assistant

EDMONTON POLICE SERVICE

Chief Dale McFee, Office of the Chief
Deputy Chief Devin Laforce, Investigations & Support Services Bureau
Deputy Chief Darren Derko, Community Policing Bureau
Chief Operations Officer & Chief of Staff Enyinnah Okere, Office of the Chief

Chief Information & Technology Officer Ron Anderson, Innovation & Information Bureau
 Chief Administrative Officer Justin Krikler, Corporate Services Bureau
 Executive Director Lori Lorenz, Value and Impact Division
 Executive Director Katherine Salucop, Human Resources Division
 Director Brian Harker, Strategy & Innovation Branch
 Staff Sergeant Gregg Scott, Office of the Chief
 Sergeant Patrick Stevens, Project & Change Management Section
 Lauren Wozny, Director, Public Affairs & Media Relations Branch
 Cheryl Sheppard, Media Relations Supervisor
 Janet Laurie, Communications Advisor, Public Affairs Unit
 Michelle LaRue, Acting Director, Community Relations Section
 Ekta Lakha, Equity and Inclusion Advisor, Community Relations Section
 Lane Gagnon, Strategic Planning Analyst, Community Relations Section
 Bart Lawczynski, Superintendent, Operational and Support Division
 Bill Krull, Inspector, Field Response Branch

	Agenda Item	Action By
4.	<p><u>PUBLIC MEETING</u></p> <p>Chair McDougall called the meeting to order at 12:06 P.M.</p>	
4.1	<p>Protocol items</p> <p>Commissioner Lambert opened the meeting with the Indigenous Land Acknowledgement and a congratulation to CAO Justin Krikler who received the honor of Top 40 under 40 2024 in Edify magazine.</p> <p>Chair McDougal provided a few words regarding the recent announcement of Chief McFee’s upcoming retirement.</p> <ul style="list-style-type: none"> • Thanking Chief McFee for his dedication, commitment, and many contributions he has made to EPS and to the city of Edmonton. • Acknowledging the transformation of EPS into an organization focused on innovations and delivering policing as an outcome-based public service. • EPS is now internationally recognized as one of the most innovative police organizations in North America. • The Commission hired Chief McFee to lead and transform the police service to become an organization that is fully committed to innovation, collaboration, partnerships, community approaches, and to building systems that could leverage alternatives to the justice system, where it is safe and appropriate. • Upon the Chief’s arrival he undertook a comprehensive organizational review to reimagine the EPS as a public service that balances traditional law enforcement with community safety and well-being. 	

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	<ul style="list-style-type: none"> • Acknowledgment that as the Chief's employer, the Commission has been wholeheartedly satisfied with his performance and his work to lead positive change at EPS for the benefit of all Edmontonians. • Proud of the oversight of many strategic and service delivery changes at the police service. • Along with various community engagement initiatives, the LGBTQ2S+ apology, the expansion of Community Advisory Councils. 	
4.2	<p>Motion(s) arising out of closed session</p> <p>Nothing arising from the closed session</p>	
4.3	<p>Consent Agenda</p> <p>Members unanimously approved Consent Agenda items.</p> <p>4.3.1 Edmonton Police Commission Public Meeting Minutes – October 17, 2024</p> <p>4.3.2 Edmonton Police Commission Budget Variance for the Period Ending, Sept 2024</p> <p>4.3.3 Edmonton Police Service Budget Variance for the Period Ending, Sept 2024</p> <p>4.3.4 October 2024 Crisis Diversion</p> <p>4.3.5 2025 Proposed Meeting Dates</p> <ul style="list-style-type: none"> 4.3.5.1 2025 Regular EPC Meeting Dates 4.3.5.2 2025 GC Meeting Dates 4.3.5.3 2025 HRC Meeting Dates 4.3.5.4 2025 F&AC Meeting Dates <p>4.3.6 Professional Standards Branch Q3 Report (PSC)</p>	
4.4	<p>Presentations</p>	
	<p>4.4.1 EPS Major Policing Events</p> <p>Superintendent Lawczynski and Inspector Krull were introduced by Chief McFee to make this presentation. The Chief recognized Inspector Krull of the Field Response Branch for 30 years of service, he will be retiring next month.</p>	

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	<p>EPS provided a report as per EPC Policy 2.2.3 – Major Policing Events to the Governance Committee for information.</p> <p>The presentation included topics of:</p> <ul style="list-style-type: none"> • Administered Standard Operational Plans • Governance responsibilities: <ul style="list-style-type: none"> ○ Alberta Policing Standards ○ Incident Command Policy • Procedures of: <ul style="list-style-type: none"> ○ Major Event Management Procedure ○ Civil Disorder and Crowd Control Procedure ○ Emergency and Disaster Response Procedure ○ Continuity of Operations Procedure • Emergency & Disaster Response Procedure • Continuity of Operations Plan <p>Inspector Krull provided information on what is required in creating an SOP. EPS works in collaboration with the event organizers to ensure they are aware of the scale and scope of the event so they can allocate resources in the appropriate places ensuring there is continued coverage city wide during larger events.</p> <p>EPS also spoke of the success of the Police Liaison Teams in diverting issues, mitigating risks, developing trust and understanding the communities involved in the many events in Edmonton.</p> <p>Commissioners asked questions and provided feedback which EPS responded to.</p>	
	<p>4.4.2 EDI Framework</p> <p>The Edmonton Police Service (EPS) provided a written report and presentation on the completion of the Equity, Diversity and Inclusion (EDI) Framework Phase 1: Research Report.</p> <p>The Equity and Inclusion Advisors developed an EDI Framework Workplan which includes 5 phases to redevelop the EDI Framework. Phase 1: Research of the Workplan has been concluded. The attachment with this report details the results of the research that was done to assess the current state of the EPS in relation to EDI. Through this work, the Equity and Inclusions Advisors were able to identify EDI gaps that are unique to the EPS. The following 8 gaps were identified:</p> <ol style="list-style-type: none"> 1) EDI Training 2) Limited EDI Resources 3) Strategic Plan 4) Data 5) EDI Policy 	

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	<p>6) Employee Resource Groups 7) Promotion Process 8) Community Engagement Plans</p> <p>Next Steps are provided in the written report.</p> <p>Commissioners provided comments on the presentation. EPS advised they are continually looking at the everchanging landscape of communities in Edmonton as they continue this work.</p>	
4.5	<p>Input from the public</p> <p>No public speakers registered to speak at this meeting.</p>	
5.	<p><u>PUBLIC REPORT(S)</u></p>	
5.1	<p>Chief Report</p> <p>A written report was provided to the Commission. Chief McFee also acknowledged the following:</p> <ul style="list-style-type: none"> • Thank you to the Chair for his comments. • Retirement from EPS on February 21, 2025. • Thank you to the commission and the citizens of Edmonton for the support. • Challenges of balancing support and enforcement. • EPS has become more innovative; crime stats have assisted greatly with investigative work. EPS has adapted to responding to events in relation to conflicts around the world. • Chief is so proud to lead this group of people and this City. • Acknowledgement of the EPS employees and how they own it all. Thanks to a group of caring resilient leaders. It is the EPS members work and their tenacity that have made the Chief so proud. He wants to publicly thank each and everyone of the EPS employees. • Acknowledgement of outstanding recognition received following people/groups. <ul style="list-style-type: none"> ○ CAO Krikler – Edify magazine 40 under 40 ○ COO Okere – Program Innovation Award by the Association of Black Law Enforcers ○ DC Driechel and S/Sgt Dreilich – AACP Leadership Award ○ Larry Snidal – AAC Outstanding Service Award ○ Det. Shane Faulkner – AACP Indigenous Award of Distinction ○ Balwin and Belvedere Beats, Stella Carson for putting forward the recognition. • Handling of encampments in the cold months ahead. 	

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5.2	<p>Edmonton Police Service report(s)</p> <p>There were no public EPS reports this month.</p>	
5.3	<p>Chair Report</p> <p>A written report was provided to the Commission. Chair McDougal provided a verbal update on the below events.</p> <ul style="list-style-type: none"> • RTC #160 Graduation Ceremony – Oct. 25 • State of the Province – Oct 30 • Diwali & Hindu New Year Celebrations – Nov 2 	
5.4	<p>Committee Report(s)</p> <p>5.4.1 Professional Standards Committee – <i>Commissioner Kemi Kufour-Boakye</i></p> <p>5.4.1.1 Summary of Compliments</p> <p>There were no formal compliments this month, however, Chair McDougall wanted to acknowledge the unseen work that EPS members do every day. From shoveling walkways, assisting changing tires, daily interaction with the citizens of Edmonton, the many small things done often and daily that go unnoticed.</p>	
5.5	<p>Executive Director Report</p> <p>5.5.1 Public Action Registry (Standing Item)</p> <p>5.5.1 Form A – Query Identification – Call Response Times</p> <p>The request of this query is a desire for more information on how Call Response Time data could be captured and added to the EPS Annual Report.</p> <p>EPS provided a verbal response which included background information on why the service moved away from reporting on call response times in 2019.</p> <p>Commissioners discussed this topic and the pros and cons of this data being provided. EPS provided their input as well. EPS advised in December there will be a conversation at the commission meeting on the strategic plan and what strategic outcomes the commission would like to see as they develop the next strategic plan.</p> <p>MOVED Commissioner Stevenson – Commissioner Wright</p> <p>MOTION:</p>	

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	<p>“EPC requests that EPS included Call Response Time data in the EPS Annual Report, by priority types.”</p> <p>In favour: Commissioner Stevenson Commissioner Wright</p> <p>Opposed: Commissioner Chair John McDougall Commissioner Vice-Chair Anne-Marie Lambert Commissioner Michael Lee Commissioner Ben Henderson Commissioner David Sowemimo Commissioner Irfan Chaudhry Commissioner Jayan Nagendran Commissioner Shazia Amiri Commissioner Kemi Kufuor-Boakye</p> <p>Absent for the Motion: Commissioner Sinclair</p> <p style="text-align: right;">NOT CARRIED</p>	
5.6	<p>Exemptions from Consent Agenda</p> <p>There was one exemption from the Consent Agenda.</p> <p>5.6.1 (4.3.7) Current Status of Community Engagement programs at EPS</p> <p>EPS provided a report for information in response to a Part A request on the status of Community Engagement programs at EPS.</p> <p>ED Lorenz provided a brief overview on the report.</p> <p>This satisfied the query and it can be concluded.</p>	
5.7	<p>Other Business None</p>	
5.8	<p>Comments/Concerns/ Commendations</p> <p>Commissioner McDougall acknowledged this is his last public meeting as Chair of the Edmonton Police Commission. He thanked the public for their input and his fellow commissioners, which he is humbled to lead. He also acknowledged the commission will continue to be the guiding principle for the Edmonton Police Service.</p>	

Minutes of Public Meeting
November 21, 2024
Edmonton Police Commission

CERTIFIED as being a record of the matters dealt with at the Commission's November 21, 2024
Public Meeting.



Ben Henderson
Chair, Edmonton Police Commission



Echo Baxter
Secretary to the Edmonton Police Commission