



DRAFT

Guardian of Public Trust

**EDMONTON POLICE COMMISSION
PUBLIC MEETING**

MINUTES

**Thursday, March 20, 2025
River Valley Room, Main Floor, City Hall
Edmonton, Alberta
12:02 P.M. to 14:02 P.M.**

PRESENT

Chair Commissioner Ben Henderson
Vice-Chair Commissioner Shazia Amiri
Commissioner Michael Lee
Commissioner Anne Stevenson
Commissioner Jo-Anne Wright
Commissioner Carola Cunningham
Commissioner Anne-Marie Lambert
Commissioner Mike Saunders
Commissioner Jessica Jacobs-Mino

ZOOM

Commissioner Jayan Nagendran
Commissioner Zahro Hassan

ABSENT

Commissioner Irfan Chaudhry

EPC STAFF

Matt Barker, Executive Director
Bonnie Riddell, Senior Policy & Data Analyst
Deanna Matchett, Public Complaint Director/Legal Counsel
John Statton, Chief Communications Officer
Echo Baxter, Meeting Coordinator (Zoom)
Jessica Trepanier, Administrative Assistant
Teminijesu Anjorin, Administrative Assistant

GUEST

Emmy Stuebing, Chief Executive Officer of the Zebra Child & Youth Advocacy Centre

EDMONTON POLICE SERVICE

Chief Devin Laforce, Office of the Chief
Deputy Chief Warren Driechel, Community Safety and Well-Being Bureau
Acting Deputy Chief Nicole Chapdelaine Investigations Bureau

Acting Deputy Chief Christa Pennie, Community Policing Bureau
 CITO Ron Anderson, Innovation & Information Bureau
 Chief Administrative Officer Justin Krikler, Corporate Services Bureau
 Executive Director Lori Lorenz, Value & Impact Division
 Executive Director Patricia Misutka, Corporate Communication Division
 Executive Director Rob Davidson, Business Development Division
 Executive Director Louise Beggs, Audit and Risk Branch
 Executive Director Megan Hankewich, Legal and Regulatory Division
 Superintendent Derek McIntyre, Information Management & Intelligence Division
 Director Iryna Pyasta, Financial Management Branch
 Staff Sergeant Gregg Scott

	Agenda Item	Action By
4.	<u>PUBLIC MEETING</u> Chair Henderson called the meeting back to order at 12:02 P.M.	
4.1	Protocol items Commissioner Lambert opened the meeting with the Acknowledgement of Treaty Six Territory land we are gathered on. Commissioner Lambert also acknowledged that March 16 th was the second anniversary of the line of duty deaths of Constables Travis Jordan and Brett Ryan.	
4.2	Motion(s) arising out of closed session	
4.3	Consent Agenda Members approved Consent Agenda items through unanimous consent. 4.3.1 Edmonton Police Commission Public Meeting Minutes – January 16, 2025 4.3.2 Edmonton Police Commission Annual General Meeting Minutes – January 16, 2025 4.3.3 Edmonton Police Commission Budget Variance for the Period Ending December 2024 4.3.4 Edmonton Police Service Budget Variance for the Period Ending December 2024 4.3.5 January 2025 Crisis Diversion Summary 4.3.6 February 2025 Crisis Diversion Summary	

	Agenda Item	Action By
	<p>4.3.7 Professional Standards Branch Extension Requests – January 2025</p> <p>4.3.8 PSB Q4 Report 2024</p> <p>4.3.9 2025 Public Action Registry – Standing Item</p> <p>4.3.10 Policy Revisions Approval</p> <ul style="list-style-type: none"> 4.3.10.1 Commission Staff Policy 4.3.10.2 Appointment of Chief of Police 4.3.10.3 Appendix D Election Procedures 4.3.10.4 Workplace Health and Safety Policy <p>4.3.11 PSB Annual Report</p> <p>4.3.12 Committee Terms of Reference</p> <ul style="list-style-type: none"> 4.3.12.1 Governance Committee TOR 4.3.12.2 Finance & Audit Committee TOR 4.3.12.3 Human Resources Committee TOR 4.3.12.4 Technology Committee TOR 4.3.12.5 Professional Standards Committee TOR <p>4.3.13 Bi-annual Report to the Community Jul-Dec 2024</p> <p>4.3.14 2025 Interim Chief Rotation Schedule</p>	
4.4	Presentations	
	<p>4.4.1 Zebra Presentation</p> <p>Emmy Stuebing, Chief Executive Officer of the Zebra Child & Youth Advocacy Centre presented to the Edmonton Police Commission, EPS members and members of the Public.</p> <p>CEO Stuebing gave an overview of the following:</p> <ul style="list-style-type: none"> • What the Zebra Centre used to look like • What it looks like now • Why they are called the Zebra Centre • The National Child Advocacy Centre (CAC) Guidelines • Who they help – 4,387 kids in 2024 • The Multidisciplinary Team Approach • The Programs & Services offered • The Buddy Dog Program • The Lasting Impacts on the children • Building Zebra • Taking Care of Yourself 	

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	<p>Zebra Centre is hosting an open house on April 4, 2025, that Commissioners are welcome to attend. There is a community open house on April 5, 2025.</p> <p>Zebra is the most comprehensive centre serving northern Alberta. Commissioners asked further questions which Emmy responded to.</p> <p>4.4.2 Data Governance</p> <p>Superintendent McIntyre presented the EPS Data Governance Program to the Commission.</p> <p>The following topics were discussed:</p> <ul style="list-style-type: none"> • Data Governance Mission, Vision and Value • Operational Benefits of Data Governance • Data Governance Program Lifecycle – Key Pillars • EPS Data Governance Structure • Data Governance Framework Implementation • Data Governance Framework Recommendations <p>Superintendent McIntyre and CITO Anderson responded to questions from Commissioners.</p> <p>4.4.3 EPS Strategic Plan Refresh Update</p> <p>Director Harker and ED Misutka provided an update on the strategic planning process as well as the Public Engagement (Item #5.2.1) input that assists in forming the strategic plan direction. The following information was shared:</p> <ul style="list-style-type: none"> • Strategic Planning and Reporting Lifecycle <ul style="list-style-type: none"> ○ Planning – Strategic and Business Plans ○ Accountability Touchpoints – Annual Strategic Plan update and Annual Report on the Strategic Plan, as well as Bi-Annual Business Plan update. • Strategic Plan <ul style="list-style-type: none"> ○ EPS vision, mission, values ○ Strategic Goals ○ Outcomes Indicators and Measures • EPS Business Plan <ul style="list-style-type: none"> ○ Strategic Initiatives ○ Accountability ○ Funding • EPS Corporate Performance Management Framework • Strategic Planning Process 	

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	<ul style="list-style-type: none"> ○ Research and Assessment ○ Engagement and Input ○ Analysis and Development ○ Monitoring and Realization ● Principles: Community focused, Data & Evidence based, Transparency and Accountability. ● EPC Timeline <ul style="list-style-type: none"> ○ Research & Assessment – in progress ○ EPC engagement & Input – EPC engagement April 11 & 30 (Internal and external feedback shared) ○ Analysis & Engagement – EPC engagement – May – August 2025 ○ Finalize & Validate – EPC engagement on draft strategic plan – September – December 2025 ○ Approval – EPC approval of final plan – end of 2025 ● Revisit the Strategic Plan <ul style="list-style-type: none"> ○ Annual Opportunities – updates on strategic direction. Annual Report on Strategic Plan - progress on achieving goals and outcomes. ○ Bi-Annual Opportunities – Business plan update, progress on strategic initiatives. ● Corporate Performance Hierarchy <ul style="list-style-type: none"> ○ EPS has tiers of metrics to assess organizational performance at community/corporate, bureau and operational levels. ● Corporate Performance Management Framework (CPMF) <ul style="list-style-type: none"> ○ Performance Framework in line with Police Act, Alberta Provincial Policing Standards, and CPPMF and EPS Strategic Plan. ● Next Steps <ul style="list-style-type: none"> ○ April 11, 2025 – EPC focused Strategic Plan Engagement ○ April 30, 2025 – EPC and EPS leadership offsite ○ Summer 2025 – Developing outcomes, goals, measures. ○ Autumn 2025 – Feedback on draft Strategic Plan ○ Winter 2025-26 – Approval requested for final Strategic Plan <p>EPS and EPC are hoping this will align with the hiring of the new Chief and have conversations with them on their thoughts.</p>	

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4.5	<p>Input from the public</p> <p>There were no registered speakers at this meeting.</p>	
5.	<p><u>PUBLIC REPORT(S)</u></p>	
5.1	<p>Chief Report</p> <p>Chief Laforce provided a written report to commission and an update on the following items:</p> <ul style="list-style-type: none"> • Change of Command Ceremony – February 21, 2025 • Chief’s Ramadan Iftar – March 13, 2025 • Black History Month – fourth annual Black History Month Showcase – February 5, 2025 • Memorial wall: Two-year anniversary of the deaths of Constables Brett Ryan and Travis Jordan • Tariffs potential impacts on EPS • Fraud Prevention Month & “The Con Job” podcast • Recruit Class #161 Graduation – March 7, 2025 • Language Identifier Project • International Women’s Day – March 7, 2025 • EPS celebrates its first female Chief Pilot • King Charles III Coronation Medals – thirteen employees received • February Shooting Statistics • Law enforcement coordination efforts to fight fentanyl • School Resource Officers return to Public Schools; new training 	
5.2	<p>Edmonton Police Service report(s)</p> <p>5.2.1 Public Engagement</p> <p>ED Misutka advised the Commission this process started in Q4 of 2024.</p> <p>Phase One:</p> <ul style="list-style-type: none"> • Scoping Exercises • Interviews with Stakeholders • Ongoing meetings with Stakeholders • Focus groups • Public meetings • Getting feedback from the Bureau’s and hearing what is going on in the communities they serve 	

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	<ul style="list-style-type: none"> • Working with EPC to provide parallel work that the Commission is doing <p>A preliminary report will be brought forward on what they are hearing through this engagement and how it may form strategic priorities.</p> <p>Phase Two:</p> <ul style="list-style-type: none"> • Back to interviews, focus groups to seek validation as they move forward. <p>With the commission they work together on the parallels between EPS and EPC. EPS will then present a draft report of what they have heard and bring it back to test with the public. The draft document may be fairly lengthy so there will be an Executive Summary that comes with it.</p>	
5.3	<p>Chair report</p> <p>Chair Henderson provided information on the following EPC engagements the commission has taken part of.</p> <ul style="list-style-type: none"> • News Interviews – January 17, 2025 • Edmonton Police Association & Alberta Federation of Police Associations Orientation Day – January 28, 2025 • Recruit Training Class Panda Presentations – January 30, 2025 • Lunar New Year Dinner – February 4, 2025 • Change of Command Ceremony – February 21, 2025 • Alberta First Responders 2nd Annual Appreciation Gala – March 1, 2025 • RTC 161 Community Policing Course – March 3, 2025 • RTC 161 Grad – March 7, 2025 • 2025 Chief’s Iftar Event – March 13, 2025 	
5.4	<p>Committee Report(s)</p> <p>5.4.1 Governance Committee – GC Chair Amiri gave a verbal overview of the following items that were before the Governance Committee in March.</p> <ul style="list-style-type: none"> • EPS Strategic Plan • Some policy changes coming forward in the next few months. <p>5.4.2 Finance and Audit Committee – FAC Chair Lee provided a verbal update on the following items discussed at the March FAC meeting.</p> <ul style="list-style-type: none"> • Tariffs • Procuring uniforms 	

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	<ul style="list-style-type: none"> • Enterprise Commons project <p>5.4.3 Human Resources Committee – nothing to report</p> <p>5.4.4 Professional Standards Committee 5.4.4.1 Summary of Compliments</p> <p>Commissioner Lambert read out two compliments praising members of some professional and compassionate service to the public.</p> <p>5.4.5 Technology Committee – nothing to report</p>	
5.5	<p>ED Report(s)</p> <p>5.5.1 2025 Standing Committee Membership</p> <p>ED Barker presented the current 2025 Standing Committee Membership list looking for Commission input on whether the Technology and Professional Standards Committees should increase to five committee members.</p> <p>ED Barker advised the Commission to keep in mind that they still have vacancies on the Commission that could potentially fill these spaces in the future.</p> <p>Commission agreed to hold off on these decision for now.</p>	
5.6	<p>Exemptions from Consent Agenda</p> <p>There were no exemptions from the Consent Agenda.</p>	
5.7	<p>Other Business</p> <p>None</p>	
5.8	<p>Comments/Concerns/ Commendations</p>	
	<p>Chair Henderson Called a 15-minute recess at 14:02</p>	

CERTIFIED as being a record of the matters dealt with at the Commission’s March 20, 2025 Public Meeting.

Ben Henderson
 Chair, Edmonton Police Commission
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Echo Baxter
Secretary to the Edmonton Police Commission