

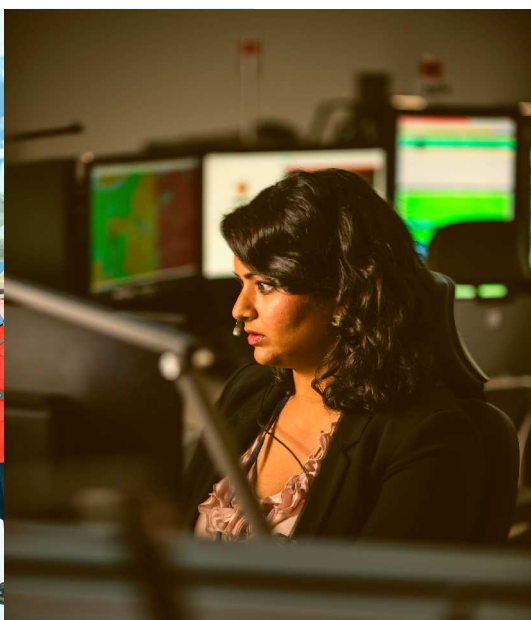


Royal Canadian
Mounted Police

Gendarmerie royale
du Canada

BC Elected Officials Guide

An Introduction to the BC RCMP



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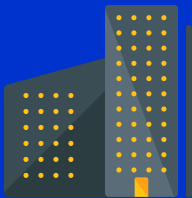
BC RCMP by the numbers



The BC RCMP polices **99% of the geographic regions** of British Columbia.



Every year, the BC RCMP answers more than **1 million calls** for service.



150 municipalities in the province are served by the BC RCMP.



The BC RCMP has **10,480 employees**, including **6,800 police officers**.

About the RCMP

Mission Statement

The RCMP is Canada's national police service. Proud of our traditions and confident in meeting future challenges, we commit to preserve the peace, uphold the law and provide quality service in partnership with our communities.

Core Values

The RCMP completed a review of its current core values in consultation with employees, Indigenous nation builders and stakeholders.

Five core values were identified to guide our actions going forward:

- Act with integrity
- Show respect
- Demonstrate compassion
- Take responsibility
- Serve with excellence





Dwayne McDonald, Commanding Officer

A Note from Dwayne McDonald

On behalf of the BC RCMP Management Team, I am pleased to present the Elected Officials Guide. This document is a comprehensive snapshot of the RCMP in British Columbia and a resource for municipal, provincial, Indigenous and federal officials, detachments and their stakeholders. The guide provides an overview of the BC RCMP, the funding structure of the three levels of government and includes highlights of our depth of skills, programs, and units across the Province. This version provides a modernized British Columbia lens to represent the diversity of all levels of employees within the RCMP and strives to demonstrate the high level of service we provide.

We are proud of the relationships the BC RCMP has established with our contract partners and stakeholders, which allows for collaborative leadership required to develop programs and policies that reduce the risk of crime and foster public trust, transparency and accountability. As the policing service provider to all levels of contracts in British Columbia, we understand that local community needs are important for improving the delivery of professional and responsive policing services. Our detachment personnel, specialized teams, and integrated units are dedicated and foster seamless cooperation while delivering contract policing services across our Province to meet your policing priorities and needs.

In recent times, the Province has experienced numerous states of emergency, with the COVID-19 pandemic, protests, wildfires and floods. Our employees continue to demonstrate their commitment by taking on extra duties and working with our communities to assist through these emergencies to ensure public safety is a priority and those affected receive immediate services.

As always, the BC RCMP is committed to continuing our meaningful consultation and collaboration to ensure the contractual obligations are met while delivering efficient and effective policing services to our communities. We look forward to working with all contract partners in achieving our common goal of building safer communities.

A handwritten signature in blue ink, appearing to read 'Dwayne McDonald'.

Dwayne McDonald
Deputy Commissioner
Commanding Officer, BC RCMP

The BC RCMP is the largest Division in the RCMP, with approximately one-third of the entire police service located in British Columbia. We proudly provide federal policing to all communities, and provincial or municipal policing in all but eleven cities. The communities served range from isolated Indigenous communities and coastal villages to major urban cities.

Provincial Police Service

In April 2012, the provincial government signed a 20-year Provincial Police Service Agreement (PPSA) with the Government of Canada to contract the RCMP as British Columbia's Provincial Police Service.

Under the terms of the PPSA and the provincial Police Act, areas under 5,000 population and unincorporated areas are policed by the BC RCMP's Provincial Police Service.

Municipal Police Service

Under the British Columbia Police Act, a municipality must assume responsibility for its police services when its population exceeds 5,000 persons. These municipalities may form their own independent municipal police department, contract with an existing independent police department, or contract with the provincial government for BC RCMP's municipal police services.

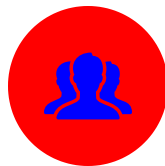
In 2012, in addition to the PPSA, the provincial and federal governments signed a 20-year Municipal Police Service Agreement (MPSA), which enables the provincial government to sub-contract the BC RCMP's provincial service to municipalities.

To contract the BC RCMP's municipal services, each municipality must sign a Municipal Police Unit Agreement (MPUA) with the provincial government.



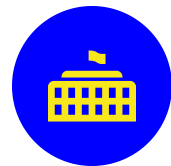
Unincorporated areas & Municipalities under 5,000

- PPSA
- Costs: 70% Provincial & 30% Federal



Municipalities between 5,000 - 14,999

- MPSA
- MPUA
- Costs: 70% Municipal & 30% Federal

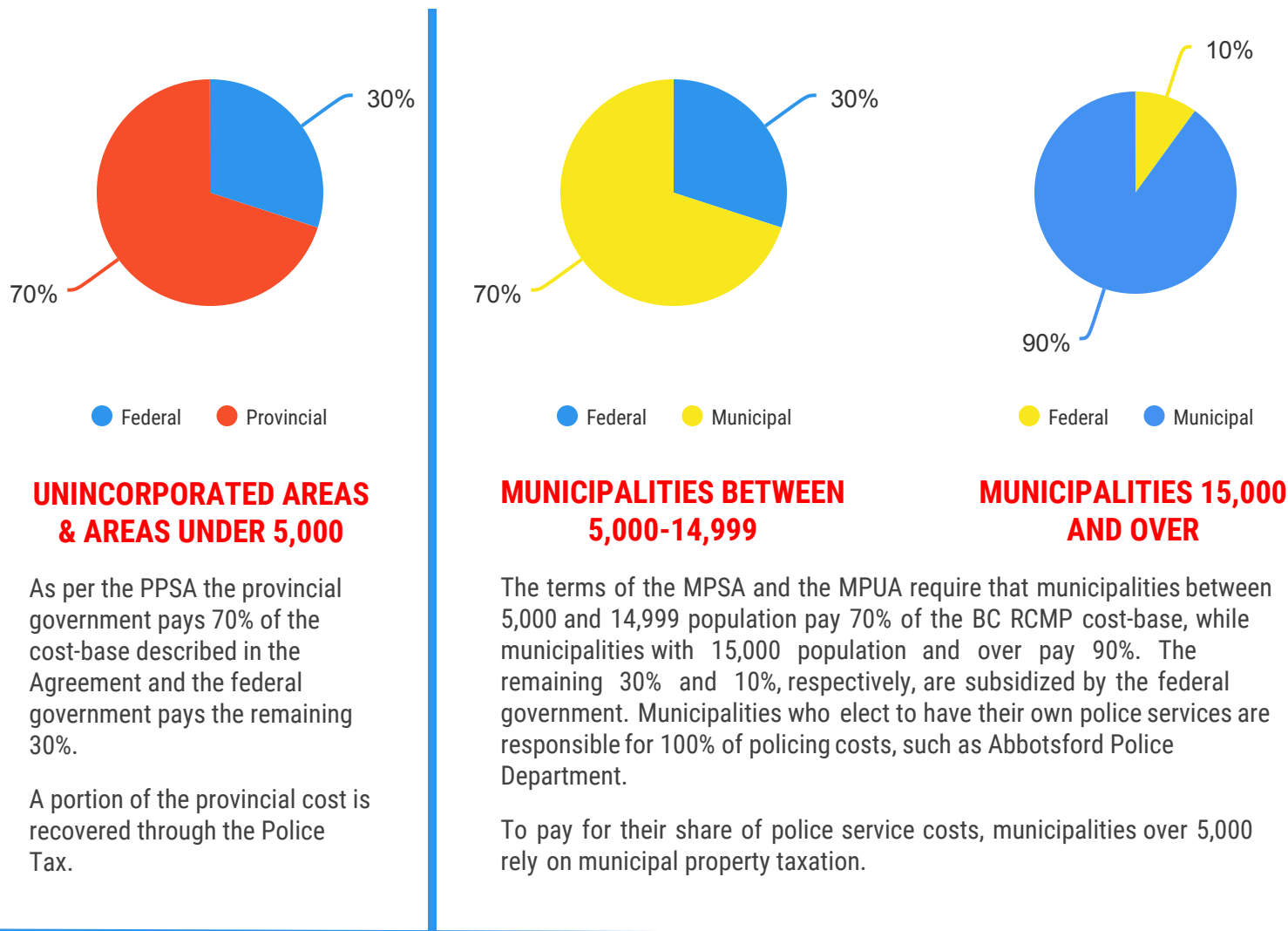


Municipalities 15,000 and over

- MPSA
- MPUA
- Costs: 90% Municipal & 10% Federal

Cost Sharing

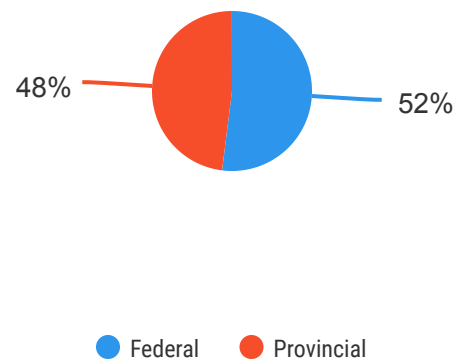
The costs of contract policing are shared in recognition of the mutual benefits of this policing model.



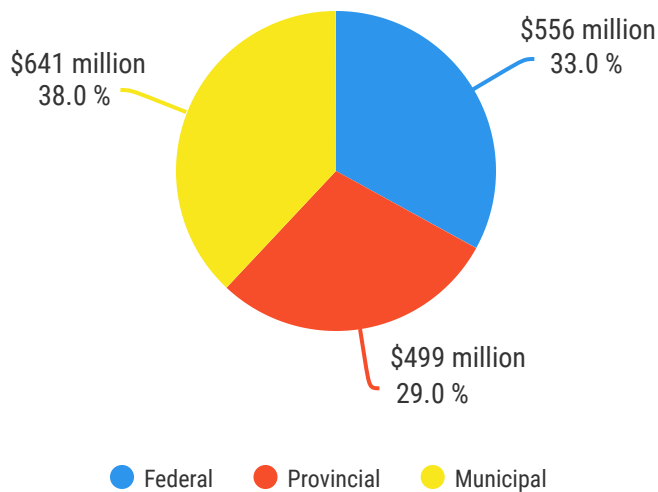
FIRST NATIONS AND INUIT POLICING PROGRAM

Through the First Nations and Inuit Policing Program (FNIPP), the federal government and the Province of British Columbia provide funding to support enhanced policing services that are professional, dedicated and responsive to the Indigenous communities they serve. In April 2014, a Framework Agreement between the federal government and the provincial government for RCMP FNIPP came into effect. In British Columbia, Community Tripartite Agreements (CTAs) are required in accordance with the Framework Agreement. These CTAs are signed by the Indigenous Chief(s) and the provincial and federal government.

The funding for the FNIPP is 52% federal and 48% provincial.



Investment in the BC RCMP



Financial data from fiscal year 2021/2022

Federal Contribution:

Includes federal policing, federal contract share (i.e. 10% or 30%)

Provincial Contribution:

Includes the provincial contract share (i.e. 70%)

Municipal Contribution:

Includes the municipal contract share (i.e. 70% or 90%)

DETACHMENT

A detachment is an identifiable police facility with a single commander which may serve one or more provincial or municipal communities.

COMMUNITY POLICE OFFICE

A Community Police Office (CPO) is an identifiable police facility which is part of a larger structure especially when geographic distances may dictate the need for additional infrastructure to service the jurisdiction.

INTEGRATED DETACHMENT

An integrated detachment is two or more municipal or provincial RCMP units working in the same building. For example, the Mission municipal and provincial RCMP units make up Mission Detachment. The officers from each unit in an integrated detachment report to the same Detachment Commander and generally provide services to the combined municipal and provincial policing areas.

REGIONAL DETACHMENT

A regional detachment will manage integrated and independent detachments in an area. For example, the Sea to Sky Regional Detachment manages the Bowen Island Detachment (provincial unit), the Pemberton Detachment (provincial unit), the Squamish Detachment (municipal and provincial units), and the Whistler Detachment (municipal and provincial units).

BC RCMP Strategic Plan

The BC RCMP Strategic Plan 2021-2023 was released in early June 2021. Its strategic priorities include Enhanced Public Safety, Accountability and Governance, and Employee Excellence and Workplace Culture. The focus areas under each of the priorities, and the strategic actions that will help us meet our objectives, are now available on the BC RCMP website.

In addition to responding to every day calls for service in our communities, the objectives for each of the priorities for the next few years are outlined below.



Enhance Public Safety

- Reconciliation with Indigenous Communities
- Vulnerable, Marginalized and Racialized Populations
- Emergency Management Planning and Response
- Crime Prevention and Reduction
- Serious and Organized Crime
- Restorative Justice
- Road Safety



Accountability and Governance

- Public Trust through Accountable and Transparent Conduct
- Consultation and Collaboration with Stakeholders and Partners
- Financial Stewardship and Sustainability
- Technology and Business Transformation



Employee Excellence and Workplace Culture

- Training, Development and Equipment
- Employee Collaboration and Engagement
- Employee Wellness
- Equity, Diversity, and Inclusion

NATIONAL PRIORITIES

The BC RCMP plays a vital role in the following national priorities:

1. Relationship with Indigenous Communities and Persons - BC RCMP officers proactively engage in community initiatives to increase Indigenous recruitment, establish communication protocols, and coordinate responses to safety concerns.
2. Systemic Racism and Discrimination - BC Hate Crimes has initiated an outreach strategy to East-Asian communities in British Columbia with a goal of establishing working groups of representatives who meet on a regular basis, and can inform policing objectives and disseminate information to their respective communities.
3. National Security - the BC RCMP is committed to working in partnership with both domestic and foreign agencies to enhance prevention measures against terrorist criminal activity in Canada and abroad.
4. Economic Integrity - the BC RCMP works with key partners and consults and engages our communities in driving this priority with a strategic focus on the counterfeiting of currency and corruption.

Police Services for Indigenous Communities

As the Provincial Police Service, the BC RCMP proudly serves the diverse Indigenous people and communities of British Columbia.

The BC RCMP provides frontline policing services to Indigenous communities through proactive engagement in an effort to enhance our relationships and foster meaningful reconciliation. The BC RCMP is also a service provider for the First Nations and Inuit Policing Program (FNIPP), which serves as a bridge for frontline policing to build trust, understanding and strengthen relationships.

The RCMP priority to advance reconciliation and strengthen trust with Indigenous peoples aligns with the Minister's Priorities and the Declaration on the Rights of Indigenous Peoples Act (DRIPA). The BC RCMP has also made the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) quick reference handbook available for all BC RCMP employees.

In June 2021, the Government of Canada passed legislation to designate September 30th as the National Day for Truth and Reconciliation. This day provides all Canadians the opportunity to recognize and commemorate the legacy of residential schools and the thousands of Indigenous children who attended.

The BC RCMP strives to understand the needs of our Indigenous peoples and communities in order to provide culturally sensitive and effective policing services. The BC RCMP maintains an Indigenous Cultural Advisory Committee (ICAC) that meets with the BC RCMP Commanding Officer several times per year to develop and improve communications, gather advice from an Indigenous cultural perspective, and serve as a knowledge base. The ICAC provides critical feedback through this consultative process that assists us in providing services that are sensitive to the needs of our Indigenous communities.

To enhance understanding and cultural competency for our employees, the Cultural Awareness and Humility course (mandatory) has been developed and KAIROS Blanket Exercise is delivered to enhance employee knowledge of Indigenous history and culture. Across the province, Detachment employees actively participate in community and youth events, provide traffic safety, and consult with local Indigenous leadership to collaborate on a multi-faceted approach to address social issues, mental health and addictions. The BC RCMP continues to prioritize enhancing Provincial Policing Standards to meet the needs of Indigenous communities within the jurisdiction.



Police Services for Youth

One of the RCMP's priorities is to reduce youth involvement in crime, whether as victims or offenders.

With the intention of reducing youth crime and victimization, the RCMP aims to:

- support approaches that are consistent with the Youth Criminal Justice Act
- focus on risk factors, prevention and early intervention
- promote youth engagement and empowerment

The BC RCMP's Youth Officer Program partners with Community Policing Services (CPS) to support the development of national youth policy and programs, and oversee local initiatives. This program provides education and awareness to officers working with youth on the causes of youth crime and victimization and what police officers and youth can do to prevent it.

Young people are key players in the prevention of crime in their communities and it is important that they have the opportunity to provide their perspective on issues that affect them. Understanding their perspective enables police officers to interact more effectively with and better understand youth. The RCMP National Youth Advisory Committee brings together youth from all over Canada to discuss important issues they face in their respective communities, while providing valuable input to the RCMP's policies, programs and strategies. The BC RCMP's CPS also runs a separate Youth Advisory Committee for BC youth.

The BC RCMP believes that long-term prevention of youth crime and victimization can only be accomplished in partnership with the community. For this reason, the BC RCMP works closely with local organizations and social services so that young people who come into contact with the police, as either victims or offenders, receive the help they need to overcome the challenges in their lives.

PRIORITY ISSUES

- Bullying and Cyberbullying
- Youth Radicalization to Violence
- Youth Gender-based Violence
- Substance Misuse
- Enhanced Road Safety



To achieve these goals, the BC RCMP focuses on:

Outreach and Engagement

Increasing youth awareness and influencing youth behavior through behaviour modeling, mentoring, active learning and engaging youth to positively influence their peers, school and community.

This includes:

- school-based prevention initiatives
- community engagement
- youth consultation
- youth-police partnerships
- on-line resources
- technology-enabled engagement

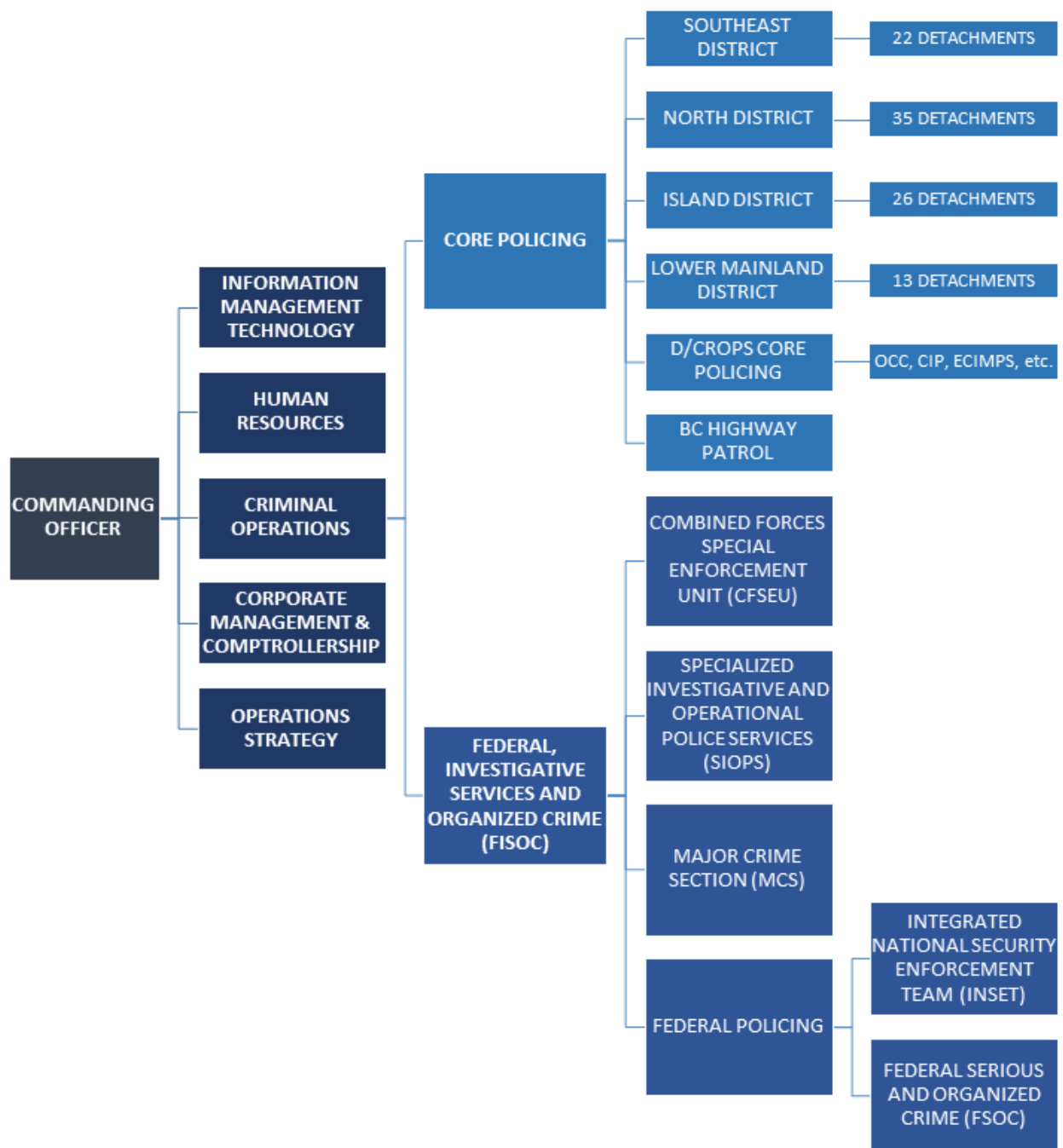
Intervention and Diversion

Intervening with youth offenders and victims of crime to address underlying causes of crime and victimization through direct programming, multi-agency partnerships and referrals to community programs.

This includes:

- extra-judicial measures
- restorative justice approaches
- multi-agency partnerships

BC RCMP Structure



BC RCMP Branches

INFORMATION MANAGEMENT TECHNOLOGY BRANCH

The Information Management Technology Branch (IMT) has the overall responsibility for modernizing, developing, implementing, and maintaining information, communication and information technology services and capabilities that are essential to police operations, officer and public safety, corporate knowledge and information management within the BC RCMP. In addition, the IMT Branch provides project management expertise to implement new initiatives and special projects in-house and with partnering agencies.

The Branch is organized into the following major disciplines:

- Information Technology Operations
 - Core Services
 - Computer Services
 - Lifecycle Management
 - Radio Technology Program
- Information Governance
- Management Services
- Business Solutions
 - Application Development
 - Project Management Office
 - Major Projects

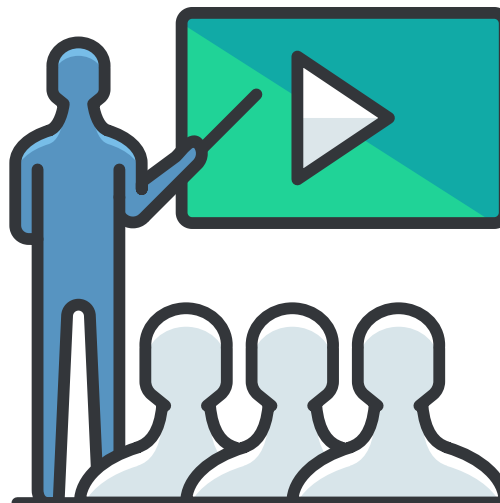


HUMAN RESOURCES BRANCH

The Human Resources Branch (HRB) is responsible for several areas that support employees throughout the province; these areas spanning from the design, development and delivery of training at the Pacific Region Training Centre (PRTC), to the management and implementation of administrative processes in the areas of recruiting, career development, employee management relations, occupational health services, labour relations and human resources strategic planning.

The Branch is organized into the following operational units and services:

- Career Development and Resourcing Section
- Employee and Management Relations Section
- HR Planning
- Labour Relations
- Occupational Health Services
- Pacific Region Training Centre



BC RCMP Branches

CORPORATE MANAGEMENT & COMPTROLLERSHIP BRANCH

The Corporate Management and Comptrollership Branch (CMCB) supports operational policing through responsible management and security of RCMP finances, assets, and people. CMCB strives to provide excellent professional advice to clients and corporate partners by representing their best interests and ensuring the smooth and effective functioning of RCMP assets and finances.

CMCB is committed to the support of operations and the strategic goals of the RCMP. The Branch strives to provide the highest quality service to their clients, while ensuring accountability and sound stewardship of RCMP resources. CMCB looks for solutions, navigates obstacles, and supports clients with direction, advice, and information.

CMCB supports the RCMP in the areas of:

- Finance
- Leasing, Property & Project Management
- Moveable Assets, Procurement, & Contracting
- Business Systems



OPERATIONS STRATEGY BRANCH

The Operations Strategy Branch (OSB) supports the BC RCMP through contract management with contract partners, internal and external communications, enhancement of police service delivery initiatives through business intelligence and data, research and analysis, risk management and audit reviews, strategic planning and performance reporting, and supporting equity, diversity, and inclusion throughout the organization.

The Branch is organized into the following operational units and services:

- Communication Services (Strategic Communications, Translation Services and Web Communications)
- Strategic Services Section (Diversity and Inclusion Unit, Strategic Planning Unit, Research and Strategic Analysis Unit)
- Service Delivery Section (Operations Development, Review Services, Contract Management, Government Relations, Business Intelligence and Data Analysis)



BC RCMP Branches

CRIMINAL OPERATIONS BRANCH

The Criminal Operations (CROPS) Branch oversees and supports all RCMP policing operations in British Columbia. This includes all federal, provincial, and municipal police services provided directly by the RCMP, but also through integrated unit partnerships formed with various police agencies throughout the province. CROPS is divided into two sub-branches – the Core Policing branch and Federal Investigative Services & Organized Crime (FISOC) branch.

CROPS Core Policing oversees and supports the units responsible for providing RCMP contract policing services to BC communities, including the:

- Front-line Detachment police services in the four Districts which make up the BC RCMP
- BC Highway Patrol
- RCMP Operational Communications Centres
- RCMP Critical Incident Program (Police Dog Service, Emergency Response Teams, Underwater Recover Teams, Crisis Negotiator Program, etc.)
- Enhanced Community, Indigenous & Marine Policing
- Criminal Operations Secretariat
- BC RCMP Duty Officer Program

CROPS FISOC oversees and supports the units responsible for providing RCMP federal and enhanced investigative policing services to British Columbia communities, including the:

- Combined Forces Special Enforcement Unit
- BC RCMP Major Crimes Section
- Federal, Serious & Organized Crime Section
- Specialized Investigative & Operational Police Services (Forensic Identification Service, Air Services, etc.)



Core Policing

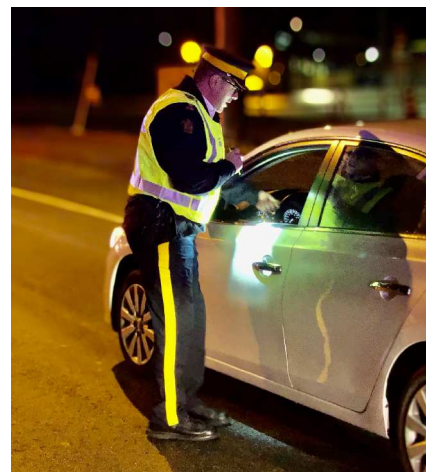
BC HIGHWAY PATROL

"Making Our Highways Safer Together"

BC Highway Patrol's (BCHP) mission is to improve road safety by reducing the number of fatal and serious collisions through education, strategic initiatives, tactical enforcement, and quality criminal collision investigations using a multi-faceted, integrated, and intelligence-led policing model.

BCHP has approximately 455 dedicated employees who report to its Officer in Charge at BC RCMP Headquarters. BCHP employees are located in each of the four BC RCMP districts to conduct proactive traffic enforcement and investigations, provide public education, and work closely with internal and external partners to make BC highways safer.

BCHP is partially funded by the Enhanced Traffic Enforcement Program (ETEP), which is a collaborative effort between Road Safety BC, the Insurance Corporation of British Columbia, and the BC RCMP. ETEP provides the funding for BCHP's Integrated Road Safety Units (IRSU), the Integrated Impaired Driving Units (IIDU), and the Prohibited Driver Enforcement Team (PDET), all of which operate in various locations across the Province. BCHP provides other specialized services in various areas across the Province, such as the Collision Analysis and Reconstruction Service (CARS), the Criminal Crash Investigation Program Manager, and the Traffic Safety Unit-Police Dog Service (TSU-PDS). Distribution of the various specialized units is based on road safety priorities, traffic volumes, key interdiction corridor locations, and the need to centralize specific positions.



ENHANCED COMMUNITY, INDIGENOUS, AND MARINE POLICING

This program is comprised of the following four units that support community initiatives in a pro-active policing model.

- Indigenous Policing Services
- Community Policing Services
- Police Labour Communications
- West Coast Marine Services

CRIMINAL OPERATIONS SECRETARIAT

Criminal Operations (CROPS) Secretariat consists of three units that maintain awareness of ongoing operations to ensure accountability, transparency & the mitigation of organizational risk by:

- Ensuring operational policies are current, reflective of the law, and the BC RCMP's mission, vision, and core values
- Monitoring high-profile operational incidents to identify risk, report on potential exposure and address contentious issues while ensuring involved officers are supported
- Protecting and enhancing the safety and productivity of every employee through communication and achieving excellence in occupational safety



Core Policing

CRITICAL INCIDENT PROGRAM

The Critical Incident Program (CIP) provides support to frontline and investigative operations, by providing technical and tactical expertise in a variety of disciplines beyond the normal capabilities of frontline personnel.

It consists of the following units:

- Crisis Negotiation Team
- Emergency Response Team
- Explosive Disposal Unit
- Police Dog Service
- Underwater Recovery Team
- Tactical Troop



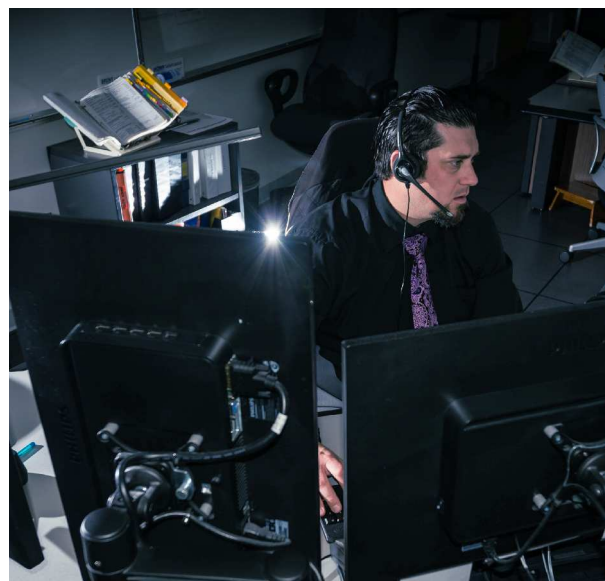
OPERATIONAL COMMUNICATION CENTRE

The Operational Communication Centre (OCC) 9-1-1 Police Dispatchers provide frontline call taking and dispatch services for the BC RCMP. They receive and process emergency and non-emergency calls for police service from the public, fire departments, BC Ambulance Service, and other first responder agencies.

The BC RCMP OCCs are the Secondary Safety Answering Point (SSAP) for all detachment areas they service within the Division. Their role is to quickly assess, prioritize, and accurately process these calls and then coordinate the appropriate dispatch of police resources within the communities they serve. Throughout the course of a call for service, police dispatchers often provide critical information and support to responding police officers and the public, resulting in safer communities.

The OCC Program Management Unit oversees:

- BC RCMP Headquarters OCC
- Island District OCC
- North District OCC
- Southeast District OCC



DIVISION DUTY OFFICER PROGRAM

The BC RCMP's Criminal Operations Core Policing amalgamated the Lower Mainland District Regional Duty Officer (RDO) with E Member Operational Support Services (EMOSS) unit to create the new BC RCMP Duty Officer Program which provides services to all of the BC RCMP.

The Divisional Duty Officers (DDOs) are highly experienced senior level officers who serve as a single point of contact for operational guidance and support on a wide variety of local and provincial operational police matters and major police incidents. DDO resources are available 24 hours a day/seven days of a week. DDOs are located in the BC RCMP Headquarters which provides access to a province-wide communications infrastructure.

During a Major Incident, the DDO will automatically assume the role of liaison between Detachments and Specialized Units and the District offices.

Federal, Investigative Services and Organized Crime

COMBINED FORCES SPECIALIZED ENFORCEMENT UNIT

The Combined Forces Specialized Enforcement Unit (CFSEU-BC) is British Columbia's anti-gang police agency and the largest integrated police program in Canada. It is comprised of law enforcement officers from 13 partner police agencies and dedicated civilian specialists. In addition to the Lower Mainland, CFSEU-BC has district offices throughout the province in Victoria, Kelowna, and Prince George.

CFSEU-BC's mandate is to target, investigate, prosecute, disrupt, and dismantle the organized crime groups and individuals that pose the highest risk to public safety due to their involvement in gang violence. CFSEU-BC reports regularly to a Board of Governance that provides strategic oversight and includes partner police Chiefs and key executives from the Ministry of Public Safety & Solicitor General.



FEDERAL POLICING

Federal Policing investigates threats related to:

- Canada's economic integrity
- national security
- critical infrastructure
- the integrity of the Government of Canada's systems/programs.

FISOC SUPPORT

The FISOC Support includes the following units:

- Departmental Security Section
- Counter Illicit Finance Alliance BC
- BC Hub
- Money Laundering Inquiry

MAJOR CRIME SECTION

The BC RCMP Major Crime Section (MCS) is tasked with responding to serious investigations where offences against persons have been committed. The section is comprised of specialized units located in the four districts within British Columbia. These specialized officers provide support to the local detachment of jurisdiction through the augmentation of personnel with significant experience in major crime investigations.

SPECIALIZED INVESTIGATIVE AND OPERATIONAL POLICE SERVICES

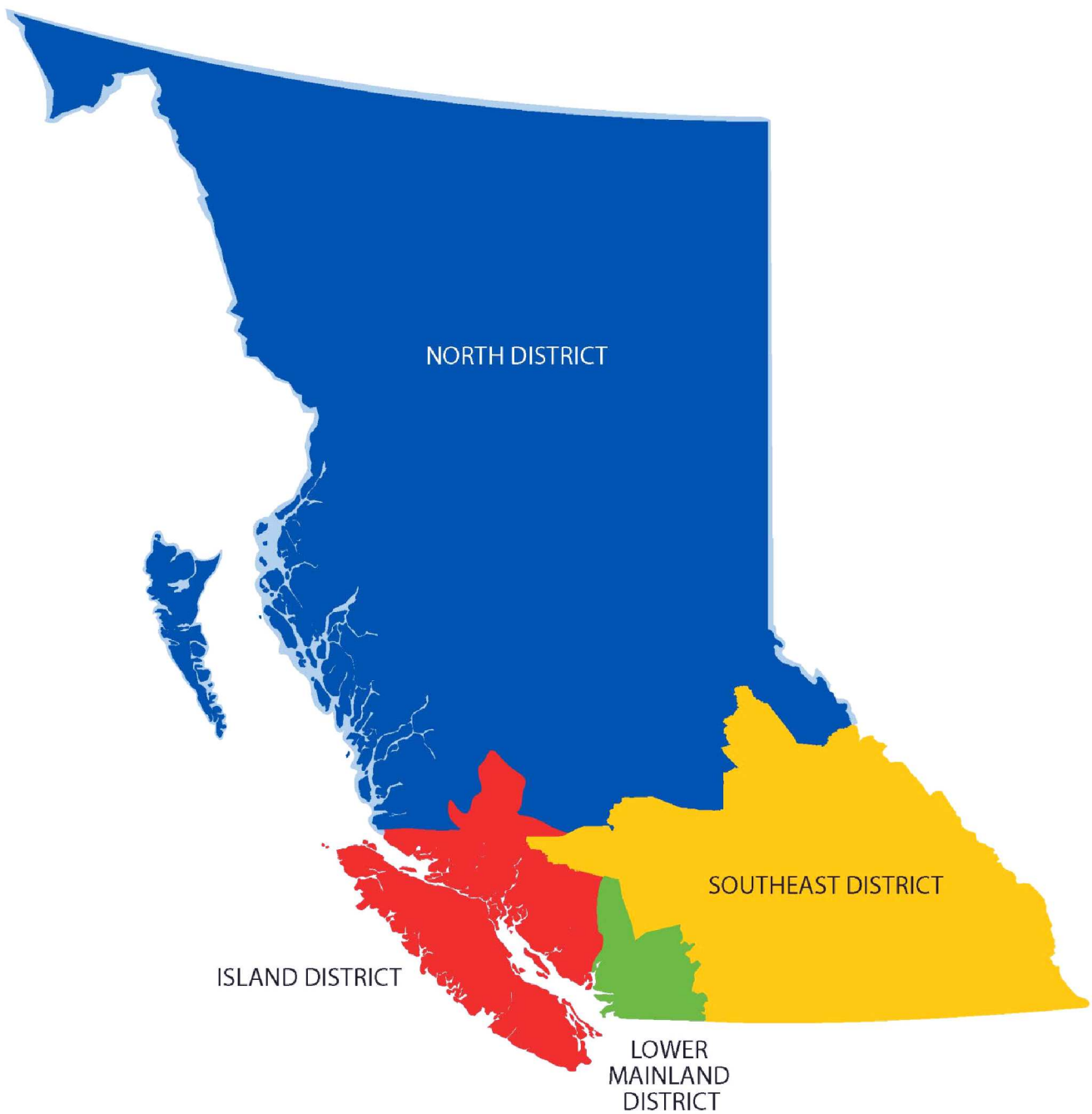
Specialized Investigative and Operational Police Services (SIOPS) is responsible for the strategic planning, coordination, leadership, and direction of a comprehensive range of specialized services supporting operational policing and conducting a diverse range of investigations in the province within the federal, provincial and municipal business lines.

SIOPS also actively supports existing and developing partnerships with federal, provincial, and municipal agencies, non-RCMP police services, and national and international agencies.



BC RCMP Districts

To ensure community focus in the delivery of services, the BC RCMP is divided into four regions:



North District

North District comprises 73% of British Columbia's geographic land mass. Federal, provincial, municipal and Indigenous policing services are offered through 37 detachments and a District Headquarters. The detachments are strategically located throughout this geographically vast district with District Headquarters located in Prince George. North District hosts the most Isolated Posts (12) and Limited Duration Posts (16) within the Province of British Columbia.

The District is culturally diverse and includes 80+ Indigenous communities. Indigenous population represent 17.3% of the District's overall population, and Indigenous youth are the fastest growing age-group in the province.

FIRST NATIONS AND INUIT POLICING PROGRAM

The North District has a high percentage of Indigenous communities who are policed by officers who not only work and live in the community, but who are part of their community. Many officers volunteer their time off duty to participate in the community as local sport coaches, organize clothing drives, sponsor community BBQ's, and assist with cultural events. Currently there are 58 officers who are part of the First Nations And Inuit Policing Program (FNIPP) throughout the District.

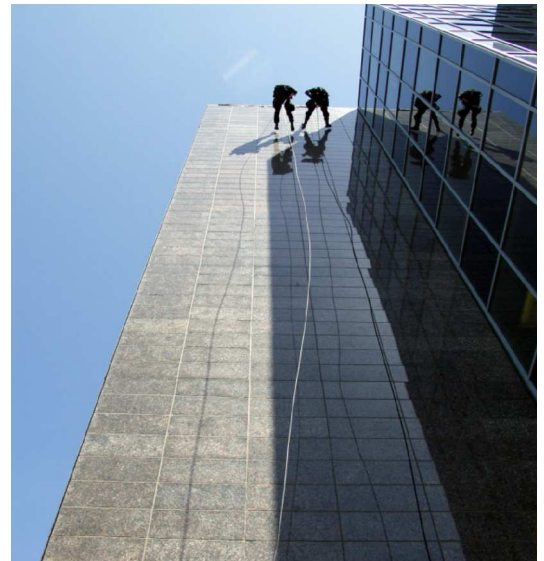


CARIBOO CRIME REDUCTION UNIT

The Cariboo Crime Reduction Unit (CRU) is located in Williams Lake. The Unit is responsible to reduce crime rates in the Cariboo Chilcotin region with the focus on multi-jurisdictional prolific and priority offenders. The CRU has one Corporal and five Constables, along with one Intelligence Analyst and two assistants.

NORTH DISTRICT EMERGENCY RESPONSE TEAM

North District Emergency Response Team (ND-ERT) is responsible for assisting and responding to any situations where extreme danger or firearms are above the ability of detachments and other policing partners. The team is trained to use weapons, equipment and tactics to respond to any possible public safety danger. ERT officers are highly trained and specialized experts in weapons not normally used by General Duty police officers or seen by the public. A significant component of the team are the Crisis Negotiators, whose primary objective is to resolve a situation peacefully without injury or harm. These negotiators play a pivotal role toward achieving a safe outcome.



North District

AIR SERVICES

Air support is critical in an area with vast geographic challenges in providing policing services throughout North District. Planes are used to transport officers, as well as transporting prisoners, provincial representatives and other support services to our remote detachment areas. North District has two air services locations: Prince George and Prince Rupert. Prince George has a fixed wing aircraft and a helicopter while Prince Rupert has an amphibious float plane. These aircraft provide critical policing support services to the interior and coastal communities of British Columbia.



INTEGRATED FORENSIC IDENTIFICATION SERVICES

Comprised of 17 officers who provide support services across the District for all manners of investigations from five detachments (Prince George, Williams Lake, Fort St. John, Terrace, and Prince Rupert).

Integrated Forensic Identification Services (IFIS) officers have specialized training in:

- searching for, documenting, collecting and processing all types of evidence (fingerprints, DNA and other forms of physical evidence including footwear impressions and tire impressions) from scenes and exhibits
- consulting with officers on exhibit handling and offer advice on suitable laboratory submissions
- comparing fingerprints, footwear and tire impressions and other forms of physical matches
- identifying suspects/persons of interest to investigators
- tendering expert opinion evidence in court

PROVINCIAL SUPPORT TEAM

The Provincial Support Team (PST) provides relief work for North District, mainly for isolated detachments. PST allows officers to have unfettered time off, attend training, and assists when detachments are short on resources. PST is currently located in North District HQ and Terrace and the team consists of two Corporals and eight Constables and one assistant.

OPERATIONAL COMMUNICATION CENTRE

The North District Operational Communication Centre (ND OCC), located in Prince George, is responsible for handling all 9-1-1 emergency and non-emergency calls for police service for the communities they serve.

ND OCC has a geographical response area equal to 73% of the province and provides dispatching and status keeping services for 37 detachments/satellites. They also provide dispatching and/or status keeping to North District Traffic Services, West Coast Marine, Air Services, Emergency Response Team and other support units such as Major Crime and General Investigation Service. ND OCC provides operational status keeping to the Provincial Conservation Officers (Ministry of Environment) under a formal Memorandum of Agreement to access OCC services.



North District

NORTH DISTRICT MAJOR CRIME UNIT

The North District Major Crime Unit (NDMCU) is part of the BC RCMP's Major Crime Section (MCS) that conducts homicide investigations throughout the North District. NDMCU manages and investigates major crime files by gathering and documenting the facts of the case, while utilizing investigational techniques and principles of major case management. NDMCU conducts all homicide investigations, and missing person investigations where foul play is suspected.

POLICE DOG SERVICES

Recognized as the premier police dog service in the world, the RCMP's Police Dog Services (PDS) teams train and work alongside: Tactical Teams, Emergency Response Teams, Explosive Detection Units, Provincial Search and Rescue, and the Canadian Avalanche Rescue Dog Association.

Dogs are trained to detect human-laden scent articles, weapons, explosives, and narcotics. The North District has nine Police Service Dogs and handlers. They are located in Dawson Creek, Fort St. John, Prince George, Terrace, and Williams Lake Detachments.



QUICK RESPONSE TEAM

The Quick Response Team (QRT), previously known as the STO (Special Tactical Operations) team, is now in place for North District. The goal is to have this section staffed with 32 officers located in four hubs across the District. The hubs are located in Fort St John, Prince George, Terrace, and Williams Lake. The North District QRT's mandate is to provide assistance to Detachments for disaster support, evidence searches, Detachment relief/support during critical incidents, major event policing, and scene security.

BC HIGHWAY PATROL

BC Highway Patrol (BCHP) Northern has ten offices throughout the region and includes the services of Highway Patrol, Integrated Road Safety Unit (IRSU), Collision Analysis Reconstruction Service (CARS), and Integrated Impaired Driving Unit (IIDU).



Island District

Island District headquarters is located in Victoria, BC. and is the hub for 25 detachments and 16 Community Policing Offices (CPOs) as well as several specialized units. Island District covers North and South Gulf Islands, Powell River and stretches of remote British Columbia coastlines and inlets. It covers an approximate population of 760,000 people.

AIR SERVICES

Air support is critical in an area with vast geographic challenges in providing policing services throughout the Island District. Located at Canadian Forces Base (CFB) Comox, the Island District Air Services works with all sections and patrols the island with an Air 8 or an Eurocopter AS 350 helicopter. Air 8 assists in search and rescue, tracking fleeing suspects, and transporting officers, prisoners, and judges. It is equipped with a FLIR for night operations and a camera for recording operations. The helicopter and pilots work with the radio technicians in securing the communications infrastructure of the District. These aircraft provide policing support services to the vast region of interior and coastal communities.



UNDERWATER RECOVERY TEAM

The Island District Underwater Recovery Team (URT) has seven officers from detachments and units all over Vancouver Island. Team members are trained in a wide variety of diving techniques including surface supplied diving and decompression diving. In addition to SCUBA, the team can also conduct SONAR searches and is trained to conduct land and water-based metal detection searches.



WEST COAST MARINE SERVICES

With a fleet of three patrol vessels and numerous smaller boats, the officers of the West Coast Marine Services (WCMS) patrol the coastal area, from the international borders at Washington to Alaska, from their base in Nanaimo. This vast area includes hundreds of islands and numerous coastal communities many of which are only accessible by air or marine transportation.



ISLAND EMERGENCY RESPONSE TEAM

The Island District Emergency Response Team (ERT) is comprised of officers from detachments and units all over Vancouver Island. Island ERT has the ability to use specialized weapons, equipment, and tactics to resolve extremely high-risk situations, requiring an integrated and coordinated tactical response. ERT officers must also possess the self-discipline to function effectively in physically and psychologically stressful environments for extended periods of time, as ERT deployments often last many hours or even days. ERT operations can take place on land or at sea as Island ERT is a Marine Operations team.

Island District

VANCOUVER ISLAND TACTICAL TROOP

The Vancouver Island Tactical Troop (VITT) is comprised of officers from detachments and units across the island. In addition to managing public order operations, VITT is called upon to conduct search and canvass duties in a wide range of investigations.

POLICE DOG SERVICES

The Vancouver Island Police Dog Services (PDS) teams are responsible for supporting front line policing in Campbell River, Courtenay, Port Alberni, Nanaimo, and West Shore Detachments. The police dog teams are trained to search for suspects, evidence, drugs, explosives, human remains, and provide VIP support.

BC HIGHWAY PATROL

BC Highway Patrol (BCHP) Vancouver Island has four offices throughout the region and includes the services of Highway Patrol, Collision Analysis Reconstruction Service (CARS), Traffic Safety Unit-Police Dog Service (TSU-PDS), Integrated Road Safety Unit (IRSU), and Integrated Impaired Driving Unit (IIDU).

OPERATIONAL COMMUNICATION CENTRE

The Island District Operational Communication Centre (ID OCC), located in Courtenay, is responsible for handling all 9-1-1 emergency and non-emergency calls for police service for the Central to North Island RCMP detachments, including Powell River. In addition to providing dispatch and status keeping for 15 RCMP detachments, it is also responsible for providing dispatch and status keeping for four Central to North Island Traffic Units, West Coast Marine Services, and Air Services. ID OCC provides operational status keeping to the Provincial Conservation Officers (Ministry of Environment) under a formal Memorandum of Agreement to access OCC services.

The RCMP detachments located in the Capital Regional District (CRD), as well as Ladysmith, North Cowichan/Duncan, Lake Cowichan, Shawinigan Lake, Outer Gulf Islands, Salt Spring Island, and the South BC Highway Patrol Chemainus are served by E-COMM's South Island Integrated Police Dispatch Centre (SIIPDC) located in Saanich. The E-COMM SIIPDC is responsible for answering all 9-1-1 emergency calls and re-directing calls to the appropriate emergency service. The E-COMM SIIPDC handles all emergency and non-emergency police calls for service, as well as providing dispatch and status keeping for the RCMP detachments and units, Victoria Police Department, and Saanich Police Department.



Island District

VANCOUVER ISLAND INTEGRATED MAJOR CRIME UNIT

This integrated homicide team serves the provincial jurisdictions throughout the Island District, as well as the municipal jurisdictions in the Capital Region District (CRD). The Vancouver Island Integrated Major Crime Unit (VIIMCU) manages and investigates major crime files by gathering and documenting the facts of the case, while utilizing investigational techniques and principles of major case management. VIIMCU's mandate includes homicides, missing persons where foul play is suspected, and unsolved homicides. The participating agencies are: BC RCMP Major Crime Unit, West Shore RCMP, Victoria Police, Saanich Police, Oak Bay Police, and Central Saanich Police.



INTEGRATED MOBILE CRISIS RESPONSE TEAM

A collaboration between CRD police agencies and the Vancouver Island Health Authority, the Integrated Mobile Crisis Response Team (IMCRT) works with mental health clinicians. Participating agencies are: West Shore RCMP, Sidney/North Saanich RCMP, Sooke RCMP, Victoria Police, Saanich Police, Oak Bay Police, and Central Saanich Police.

FIRST NATIONS AND INUIT POLICING PROGRAM

Island District has 24 First Nations and Inuit Policing Program (FNIPP) officers in 14 detachments serving 26+ Indigenous communities. These officers are involved in a variety of services including participation in Community Consultative Groups, school talks, sports participation / coaching, Elders gatherings & luncheons, and community celebrations / events.

GREATER VICTORIA REGIONAL DOMESTIC VIOLENCE UNIT

The Greater Victoria Regional Domestic Violence Unit (RDVU) is a collaboration between police and the Ministry of Children and Family Development, comprised of police officers and social/family workers. The team investigates cases of serious domestic violence and offers advice and monitoring of all domestic violence unit cases in the CRD. Participating agencies are: West Shore RCMP, Sidney/North Saanich RCMP, Sooke RCMP, Victoria Police, Saanich Police, Oak Bay Police, and Central Saanich Police.



MOBILE YOUTH SERVICE TEAM

This two-officer Mobile Youth Service Team (MYST) works with youth at risk, with a focus on preventing sexual victimization. MYST works closely with social and educational agencies in the CRD. Participating agencies include: West Shore RCMP, Sidney/North Saanich RCMP, Victoria Police, Saanich Police, Oak Bay Police, and Central Saanich Police.

Southeast District

Southeast District (SED) shares a border with Alberta and the United States, situated among mountains and rugged terrain. There are 1294.5 employees in 45 detachments, including six regional detachments, a District Headquarters, eight integrated detachments, 10 First Nations Police Units, and five Community Police Offices (CPOs). SED staff provide service to approximately 766,000 people, including numerous Indigenous communities. SED Headquarters is in Kelowna and is the hub for detachments located throughout southeastern British Columbia.

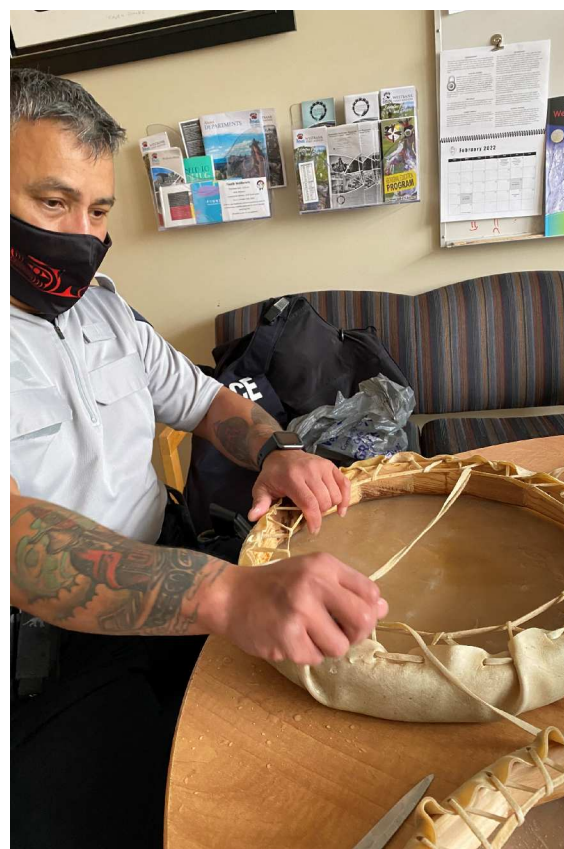
FIRST NATIONS AND INUIT POLICING PROGRAM

The First Nations and Inuit Policing Program (FNIPP) in SED is dedicated to developing and maintaining a culturally sensitive, and enhanced policing service with Indigenous peoples. They focus on improving relations between Indigenous peoples, the RCMP, and the Criminal Justice System. In providing this culturally appropriate pro-active policing service they recognize the diversity of specific Indigenous peoples in each region.

There are 26 Community Tripartite Agreement FNIPP positions at 10 detachments throughout the District. These officers work with over 50 Indigenous Bands to identify policing priorities in their community. The FNIPP is intended to deliver a dedicated level police service, over and above the existing core policing services provided by the RCMP, in a manner that is culturally sensitive and responsive to the First Nation community being served. In First Nation communities, where culture, traditions, and local practices may vary from one place to another, community members are in the best position to identify what is needed to respond to their specific policing requirements.

FNIPP advocates for opportunities for Indigenous peoples to become involved in law enforcement, ensuring the RCMP membership includes an Indigenous complement thereby reflecting the communities with which they work.

SED has FNIPP police officers located in these detachments: Chase, Cranbrook, Kamloops/Tk'emlups, Kelowna/West Kelowna, Merritt, Oliver/Penticton/Keremeos, Lytton, and Vernon/Enderby. There are two non-RCMP Police Services located in the District - Nelson Police Department (Nelson City) and the Stl' At' Imx' Tribal Police (Lillooet).



POLICE DOG SERVICES

SED's Police Dog Service (PDS) has 13 police service dogs and handlers. They are located in Kelowna, Penticton, Vernon, Kamloops, Nelson, and Cranbrook. These respective teams are trained in tracking, criminal apprehension, detection of explosives, narcotics, firearms, and human-scent articles. These teams train and work alongside: Emergency Response Teams, Tactical Teams, Explosive Detection Units, Provincial Search and Rescue, and the Canadian Avalanche Rescue Dog Association.

Southeast District

UNDERWATER RECOVERY TEAM

The Underwater Recovery Team (URT) has five officers from detachments and units all over Southeast District (SED). Team members are trained in a wide variety of diving techniques including surface supplied diving and decompression diving.

In addition to SCUBA, the team can also conduct underwater searches utilizing Scanning/Side Scan Sonar and a Remotely Operated Vehicle (ROV). Team members are also trained to conduct land and water based metal detection searches.



BC HIGHWAY PATROL

BC Highway Patrol (BCHP) in the Southeast District has two distinct regions: Kootenay and Central. There are seven offices in Central and four offices in Kootenay. Both Kootenay and Central includes the services of Highway Patrol, Collision Analysis Reconstruction Service (CARS), Traffic Safety Unit-Police Dog Service (TSU-PDS), Integrated Road Safety Unit (IRSU), and Integrated Impaired Driving Unit (IIDU).

SOUTHEAST DISTRICT CRITICAL INCIDENT PROGRAM

The Critical Incident Program (CIP) supports critical incidents in the SED. This program contains Critical Incident Commanders, Emergency Response Team officers, Containment Team officers, Crisis Negotiation Team officers, and support through Scribes, Dispatchers, Radio Techs, and Equipment Operators. CIP officers are specialized in their area of deployment and allow the District to manage potentially violent and often dynamic incidents that requires a highly integrated and coordinated tactical response.

The CIP is based out of Kelowna with the Containment Team based in the Kootenays.

BOAT PATROL PROGRAM

Various SED detachments run Boat Patrol Programs in the summer months which are augmented by SED funding of Reservists.

The RCMP Reserve program hires retired or former police officers to fill temporary vacancies within the RCMP. The program gives reservists a chance to continue to use their skills and knowledge to serve their community.



SOUTHEAST DISTRICT TACTICAL TROOP

The Southeast District Tactical Troop has about 72 sworn officers and three radio technicians from detachments and units across the District. SED Tactical Troop manages large and small scale public order operations. They are frequently called during serious investigations to conduct search and canvass duties. They are deployed to conduct defensive search and quick response duties related to large security events including VIP visits. Finally the SED Tactical Troop is also used to respond quickly to emerging events including wildfires, flood and other emergency events where manpower is required immediately.

Southeast District

AIR SERVICES

Air support is critical in an area with vast geographic challenges in providing policing services throughout the Southeast District of British Columbia. Kelowna Air Section (KAS) provides the Southeast District with safe, efficient, and essential police air support. Aircraft are based out of the Kelowna International Airport and are readily available to assist all detachments, units and officers of the Southeast District. With the vast geographic challenges of the District, air support policing is an invaluable tool. KAS utilizes both rotary and fixed wing aircraft for scheduled trips, reactive events requiring timely aircraft positioning and complex incidents requiring airborne law support.

KAS is comprised of two engineers and three pilots specializing on each specific aircraft. All staff are highly experienced and subject matter experts in aviation. Their enthusiasm and meticulous attributes to detail ensure KAS is prepared to meet any operational flight requirements which may arise.

EMERGENCY RESPONSE TEAM

SED's Emergency Response Team (ERT) is a unit within the Critical Incident Program that is responsible for providing tactical support to detachments or units that require assistance with both planned and reactive events. These events generally include an elevated risk to the safety of the public and police and/or a complexity which can exceed the training, abilities and/or equipment of the officers who initially respond.



SOUTHEAST DISTRICT MAJOR CRIME UNIT

SED's Major Crime Unit (MCU) manages and investigates Major Crime files within the mandate of the BC RCMP Major Crime Section and/or as directed by Criminal Operations by gathering and documenting the facts of the case; while utilizing the investigational techniques and principles of major case management. In fulfilling this mandate, the SED MCU provides assistance to other police agencies and investigative units throughout the Southeast District, the province and if necessary, across the country. The primary investigational responsibilities of the SED MCU are homicides, suspicious death investigations, and missing persons investigations where foul play is suspected and that occur within the provincial jurisdictional areas of the Southeast District.

OPERATIONAL COMMUNICATION CENTRE

Southeast District Operational Communication Centre (SED OCC) located in Kelowna is responsible for handling all 9-1-1 emergency and non-emergency calls for police service. SED OCC services 42 RCMP detachments, including four regionalized detachments, one Tribal Police Service, and 10 Highway Patrol units located throughout the District.

SED OCC dispatches for the almost 1,000 officers within the SED area, SED Traffic Services, Air Services, and the Provincial Conservation Officers. Over 250,000 Computer Aided Dispatch (CAD) calls are generated in SED yearly.



Lower Mainland District

The Lower Mainland District (LMD) stretches from Pemberton to the U.S. border and from the Sunshine Coast to the Coquihalla Highway. The District serves over 2 million people in 28 communities, including approximately 40 Indigenous communities. It has implemented a robust communication strategy with provincial, municipal and Indigenous stakeholders to ensure they are updated well ahead of resource requirements. The LMD meets with mayors several times a year at Mayors' Forums led by two Lower Mainland Mayors and the Lower Mainland District Commander. Approximately 2,675 RCMP officers and 600 support staff are committed to protecting the people who live in the 28 RCMP-policed communities at 13 detachments in the Lower Mainland.

The District also recently expanded its officer establishment to include a Chief Superintendent position to oversee the Integrated Teams to consolidate and enhance its specialized service delivery in the Lower Mainland.

BC HIGHWAY PATROL

BC Highway Patrol (BCHP) South Coast and BCHP Special Traffic Operations have six offices throughout the region and include the services of Highway Patrol, Integrated Road Safety Unit (IRSU), Prohibited Driver Enforcement Team (PDET), and the Criminal Crash Investigation Program Manager.



LMD INTEGRATED TEAMS

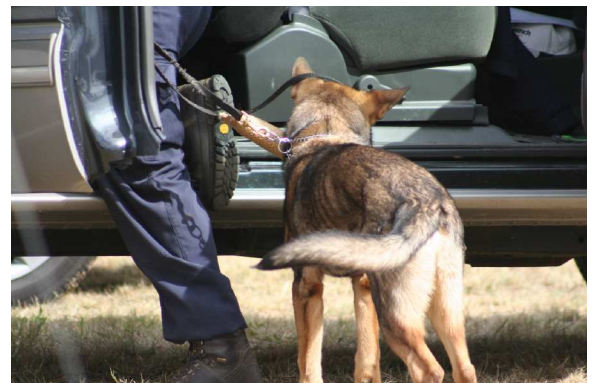
With support from the Province of British Columbia and municipal governments, the integration of specialized police services helps communities to stretch policing budgets by giving police departments access to sophisticated equipment and expertise.

The Province of British Columbia has taken a leadership role in working with police agencies to integrate areas ranging from homicide investigation and gang suppression to emergency response and forensic services. In all, the provincial government contributes more than \$70 million annually to more than 20 integrated teams.

As well, in legislation, the Province of British Columbia sets provincial standards for cooperation and intelligence-sharing among police agencies working on serious, multi-jurisdictional cases like serial homicides, assaults, and kidnappings.

There are five Integrated Teams under a single command structure within the Lower Mainland District Office:

- Integrated Emergency Response Team
- Integrated Homicide Investigation Team
- Integrated Forensic Identification Service
- Integrated Police Dog Service
- Integrated Collision Analysis and Reconstruction Service



Lower Mainland District

INTEGRATED EMERGENCY RESPONSE TEAM

The Lower Mainland District's (LMD's) Integrated Emergency Response Team (IERT) is the largest team of its kind in Canada.

Operating from Pemberton to Boston Bar, the Lower Mainland's IERT is an integrated unit that supports enhanced policing service in 28 RCMP-policed communities as well as the municipalities of Delta, New Westminster, Port Moody, and Abbotsford.

IERT delivers specialized response capabilities and equipment available to a community where the risk is such that a safe resolution is beyond a local agency's expertise and capacity. This important relationship with the 32 communities supported by IERT enhances public safety and security.

IERT works closely with all federal, provincial, and municipal units in the LMD including frontline police officers, the Integrated Homicide Investigation Team (IHIT), Combined Forces Special Enforcement Unit of British Columbia (CFSEU-BC), Federal and Serious Organized Crime (FSOC), and Integrated National Security Enforcement Team (INSET) to name a few.

Functions an IERT officer may be asked to perform:

- Resolving incidents involving armed & barricaded persons
- Aircraft interventions
- Marine interventions (armed ship boarding)
- High-risk searches & arrests
- VIP & witness protection duties
- Covert surveillance and intelligence gathering
- CBRN (chemical, biological, radiological, nuclear)
- Rural tracking operations
- Enhanced training to detachments and municipal partners



INTEGRATED HOMICIDE INVESTIGATION TEAM

The Integrated Homicide Investigation Team (IHIT) is the largest homicide unit in Canada, responsible for investigating homicides, suspicious deaths, and high-risk missing persons where foul play is suspected.

IHIT covers the LMD from Pemberton to Boston Bar, including Sechelt, and serves 28 RCMP communities and four municipal police communities including Abbotsford, New Westminster, Port Moody, and West Vancouver.

In addition to administrative support staff, a highly skilled analytical unit, and six investigative teams, IHIT is also comprised of individual support teams.

IHIT has taken a leadership role in coordinating a national approach to gang and organized crime related homicides. IHIT's investigations often carry implications which extend across the country and internationally.

AIR SERVICES

Air support is critical in an area with vast geographic challenges in providing policing services throughout LMD of British Columbia. LMD has four aircrafts, one plane, and three helicopters. The plane is used to transport investigators, prisoners, dangerous goods and freight while the urban patrol helicopters (Air 1 & 2) are primarily tasked with providing operational support such as FLIR, photo reconnaissance, surveillance, traffic law enforcement, airborne Command Post, searches for persons, property and crime scenes. Air 5 is a provincial response helicopter that is used for search and rescue, Emergency Response Rescue Operations, Support for Provincial Civil Order events. Air 5 is also used to transport investigators, prisoners, dangerous goods and freight.

Lower Mainland District

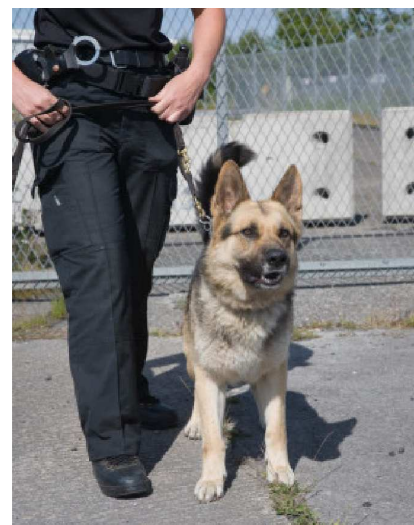
INTEGRATED FORENSIC IDENTIFICATION SERVICE

The Integrated Forensic Identification Service (IFIS) team provides highly-specialized forensic support to RCMP Detachments and units such as the Integrated Homicide Investigation Team (IHIT). Two municipal police departments (Delta and West Vancouver) are integrated with the Lower Mainland identification services. This team is deployed to mass casualty incidents for disaster victim identification and have forensic artists who provide facial composites, aging, restorations, and skull reconstructions. IFIS is responsible for collecting, processing, analyzing, and interpreting evidence found at crime scenes.

INTEGRATED POLICE DOG SERVICES

The Integrated Police Dog Service (IPDS) is the largest in the country with 48 police-dog teams. Each team is comprised of an officer – called a handler – and a highly-trained police service dog who work side-by-side. IPDS is integrated with the Abbotsford, New Westminster, Delta, and Port Moody Police Departments.

All police service dogs are trained for tracking and searching for missing persons, suspects, evidence, drugs, and explosives. These police service dogs were among the first in the country to be trained in fentanyl detection. The District is covered by teams strategically placed around the Lower Mainland to ensure quick response. When the teams are not on a call, they are patrolling the communities and providing backup to frontline personnel.



REAL TIME INTELLIGENCE CENTRE

Real Time Intelligence Centre -British Columbia (RTIC-BC) is a multi-agency and multi-jurisdictional policing center providing a coordinated intelligence-focused regional response to serious crimes. It provides a high level of situational awareness by monitoring all significant criminal events in the region and offering immediate analytical support as these crimes occur throughout Metro Vancouver and expand to Lower Vancouver Island.

Four partner agencies work within RTIC-BC during regular business hours: Canada Border Services Agency, Correctional Service Canada, BC Corrections, and BC Sheriff Service.

FIRST NATIONS AND INUIT POLICING PROGRAM

The Lower Mainland District has four detachments with First Nations and Inuit Policing Program (FNIPP) positions. These include the Sunshine Coast, Surrey, Upper Fraser Valley Regional, and Integrated First Nations Unit (IFNU) operating out of North Vancouver Detachment. The IFNU is a combined unit of RCMP and West Vancouver Police Department police officers. These detachments provide enhanced FNIPP services to 13 First Nations communities.

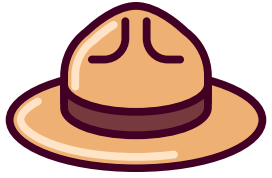


OPERATIONAL COMMUNICATION CENTRE

The BC RCMP Headquarters Operational Communication Centre (OCC) located in Surrey is responsible for handling all 9-1-1 emergency and non-emergency calls for police service. OCC provides dispatching services to the Upper Fraser Valley Regional Detachment, Mission Detachment, BC Highway Patrol Fraser Valley, and to all federal, provincial and specialized resources.

There are also four municipal OCCs in Coquitlam, Langley, North Vancouver, and Surrey. E-COMM in Vancouver handles RCMP call taking and dispatch services for Burnaby, Richmond, Ridge Meadows, Sea to Sky Regional, and University Detachments.

A bit of RCMP history



1873: Parliament passed the Act that allowed for the creation of the North-West Mounted Police (NWMP). The next year the first NWMP troop marched west to the Yukon and Northwest Territories.

1890s: The RCMP employed women as matrons and jailors to deal with female offenders.

1892: The NWMP began employing First Nations and Metis people as Special Constables.

1900s: Early in the century , women were hired as fingerprint and lab technicians.

1904: King Edward VII confers the title of “Royal” upon the NWMP.

1920: The RNWMP becomes the RCMP with the absorption of the Dominion Police.

1928: The RCMP takes over provincial policing in Saskatchewan.

1932: The RCMP absorbs the provincial police organizations for Alberta, Manitoba, New Brunswick, Nova Scotia, and Prince Edward Island.

1950: The RCMP takes over provincial policing in British Columbia and Newfoundland.

1973: The RCMP establishes the Native Special Constable Program to recruit more Indigenous officers.

1974: The RCMP begins accepting applications from women.

1975: The first all female troop graduated from the Training Academy (Depot) in Regina.

1982: First Black woman to join the RCMP.

1988: First female instructors at Depot.

1989: The RCMP converts Native Special Constables to Regular Member status.

1990: First female Detachment Commander.

1991: The Government of Canada establishes the First Nations Policing Program.

1992: First female commissioned officers.

1994: First female Deputy Commissioner.

1998: First female Assistant Commissioner and first female Commanding Officer of a Division.

1999: With the founding of the newest, largest, and northernmost territory of Canada, the RCMP became the territorial police for Nunavut.

2003: First female officer of the Emergency Response Team.

2006: First female Commissioner of the RCMP.

2008: The RCMP establishes Métis Community Liaisons in the Divisions.

2018: This eagle staff was created to recognize and honour First Nation people on Turtle Island (the original name for North America), and in the spirit of reconciliation to raise awareness of First Nation people and culture.

Diversity and Inclusion



Diversity & Inclusion Unit
STRONGER TOGETHER

Gender-based Analysis Plus (GBA+) is an analytical process used to assess how diverse groups of women, men, and non-binary people may experience policies, programs, and initiatives.

GBA+ considers many other identify factors, such as race, ethnicity, religion, age, and mental or physical abilities.

Federal government agencies are required to include GBA+ in Treasury Board submissions.

Provincial Government requests for additional resources should include GBA+.

Detachments, units, and business lines can apply GBA+ to identify under-served client groups and improve access to services.

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