

***Indigenous Relationship Policy***

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Contact for Policy Questions:	Contact Position: XXXXX	

*“...we have to acknowledge that there is systemic racism in the board and in the police service (and) on behalf of the board, I wish to apologize to each and every member of the Indigenous community of Thunder Bay for the existence of systemic racism.” Thomas Lockwood, Administrator*

**Introduction**

Indigenous Peoples have a right to equitable and quality services.

The Service, Chair and Board:

- commit to reconciling relationships with Indigenous Peoples through constructive action addressing systemic racism within the Service and Board.
- commit to transparency and accountability through the sharing of information, reporting, and engagement on policy with Indigenous Peoples.
- will work within a relationship framework that is committed to the principles of reconciliation, that acknowledges and respects Indigenous Peoples, their governance and their agencies, with whom the Service, Chair and Board will work collaboratively.

Collaboration with Indigenous Peoples may include both formal and informal approaches and will utilize an inclusive Nation to Nation Plus approach with the Urban Indigenous Community, Indigenous Women’s agencies, as well as First Nation, Metis, and Inuit governance. This

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collaboration aligns with the principles and rights with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

### **Definition of Terms**

In this policy:

“Indigenous” is inclusive of all First Nation, Metis, and Inuit peoples, including urban Indigenous peoples.

“Board” means the Thunder Bay Police Services Board.

“Chair” means the Chair of the Board and, in their absence, the Vice-Chair of the Board.

“Chief of Police” means the Chief of the Service.

“Service” means the Thunder Bay Police Service.

“Thunder Bay” means the city of Thunder Bay and any neighbouring community(ies) for which the Service has policing responsibility.

This is a policy of the Thunder Bay Police Services Board with respect to relations between the Board and the Service with Indigenous Peoples:

1. This policy recognizes that:
  - a. Thunder Bay and the surrounding area is built on the traditional territory of the Anishnabek people, originally known as Anemki Wequedong, now also the Treaty Territory of the Fort William First Nation, signatories to the Robinson-Superior Treaty in 1850.
  - b. Indigenous peoples continue to call Thunder Bay home and may access multiple services within the area, including Thunder Bay Police services. Indigenous peoples have an interest in Thunder Bay being a safe community and have a right to be provided with quality, respectful services.
  - c. First Nation, Metis, Inuit, and Urban Indigenous governance and agencies are entitled to share the perspectives and experiences of their members, clients and the Indigenous community with the Board and the Service. The Board and

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Service will work with them towards establishing transparent and solution focused outcomes.

- d. The Board and Service will work collaboratively with Indigenous communities and governance and with Indigenous agencies, including with First Nations police services, to learn, build relationships, share resources, and work together towards community safety.
  - e. Developing and maintaining respectful and collaborative relationships with Indigenous leaders is an important aspect of ensuring that the Board and the Service fairly and effectively serve Indigenous Peoples. This type of working relationship is a contribution by the Board and the Service towards reconciliation.
2. The Chair and the Chief of Police will individually, and together, work to establish respectful and collaborative relations with the Indigenous leadership that is inclusive of both the elected leadership of the First Nation, Metis, Inuit communities within the area, as well as the leadership of the Urban Indigenous agencies and Indigenous women's specific agencies.
  3. The Chair and the Chief of Police will report to the Board in respect of their work as it relates to this policy and will report on concerns, issues, feedback received from the Indigenous partners as well as collaborative outcomes.
  4. The Chair and the Chief of Police will request at least twice-yearly meetings with the Indigenous leaders designated by the First Nation, Metis, Inuit, and Urban Indigenous governance and agencies to share information about the work of the Board and the Service and to receive information and advice from the Indigenous partners.
  5. The Chair and the Chief of Police will report to the Board at its May and November meetings, and otherwise as may be appropriate, in respect of the twice-yearly meetings mentioned above.