









**STANDING COMMITTEE ON PUBLIC SAFETY AND NATIONAL SECURITY (SECU):
INFORMATION FOR CRCC CHAIRPERSON**










Contents

Standing Committee on Public Safety and National Security (SECU) Membership	2
Hon. John McKay.....	4
Pierre Paul-Hus	5
Kristina Michaud	6
Marc Dalton	7
Pam Damoff	8
Jack Harris	9
Angelo Iacono.....	10
Kamal Khera.....	11
Joël Lightbound	12
Rob Morrison	13
Doug Shipley	14
Gagan Sikand.....	15
Dr. Rick Parent	16
Dr. Christian Leuprecht	17
Hon. Doug Schweitzer, QC.....	18
SECU Associate Members	19
Questions from June 23, 2020 SECU Meeting 7.....	20

Standing Committee on Public Safety and National Security (SECU)
Membership

(As of July 09, 2020)

Chair	Vice-Chair	Vice-Chair
		
Hon. John McKay	Pierre Paul-Hus	Kristina Michaud
Liberal (Scarborough— Guildwood, ON)	Conservative (Charlesbourg—Haute-Saint- Charles, QC)	Bloc Québécois (Avignon— La Mitis—Matane— Matapédia, QC)
Bio on p.4	Bio on p.5	Bio on p.6
Member	Member	Member
		
Marc Dalton	Pam Damoff	Jack Harris
Conservative (Pitt Meadows—Maple Ridge, BC)	Liberal (Oakville North— Burlington, ON)	NDP (St. John's East, NL)
Bio on p.7	Bio on p.8	Bio on p.9

Member	Member	Member
		
Angelo Iacono Liberal (Alfred—Pellan, QC)	Kamal Khera Liberal (Brampton West, ON)	Joël Lightbound Liberal (Louis—Hébert, QC)
Bio on p.10	Bio on p.11	Bio on p.12
Member	Member	Member
		
Rob Morrison Conservative (Kootenay— Columbia, BC)	Doug Shipley Conservative (Barrie— Springwater—Oro-Medonte)	Gagan Sikand Liberal (Mississauga— Streetsville)
Bio on p.13	Bio on p.14	Bio on p.15
Panelist	Panelist	Panelist
		
Dr. Rick Parent	Prof. Christian Leuprecht Macdonald-Laurier Institute	Hon. Doug Schweitzer, MPP UCP (Calgary--Elbow)
Bio on p.16	Bio on p.17	Bio on p.18

Hon. John McKay

The Honourable John McKay was first elected as Member of Parliament in 1997. He was appointed to Privy Council on December 12, 2003, and was re-elected in October 2019 to serve his eighth term in the House of Commons. He currently represents the constituency of Scarborough-Guildwood. John is married to Carolyn Dartnell. They have five children, three grandchildren and are active members of The Peoples Church.

John McKay attended the University of Toronto Scarborough campus where he earned his Bachelor of Arts. He later earned his Bachelor of Laws from Queen's University.

His current roles include membership in three Parliamentary Committees and four Parliamentary Associations and Interparliamentary Groups. He previously served as Official Opposition Critic for Crown Corporations and, later, for Small Business and Tourism, and was a Liberal Party Critic for Defence, the Environment, as well as Parliamentary Secretary to the Minister of National Defence, among other Parliamentary roles.

Private Members Bills over Parliamentary Career:

- Successfully sponsored Bill C-293, An Act Respecting the Provision of Development Assistance Abroad and received Royal Assent on May 29, 2008.
- Successfully sponsored Bill C-260, Amendment to Hazardous Products Act (fire-safe cigarettes) and received Royal Assent on March 31, 2004.
- Sponsor of Bill C-300, a bill respecting corporate accountability for mining, oil and gas companies in developing nations – 2009-2010.
- Sponsor of Bill C-474, Transparency of Payments Made by Mining, Oil and Gas Corporations to Foreign Governments Act – 2013-2014.
- Sponsor of Bill C-423, An Act respecting the fight against certain forms of modern slavery through the imposition of certain measures and amending the Customs Tariff – 2018-2019

Pierre Paul-Hus

Mr. Paul-Hus has a degree in political science from Université Laval (1990). He also received military officer training and is a graduate of the Staff College in Kingston, Ontario (2000), and the École Militaire de Paris (2001). During his years of service, he also taught at the École Militaire de Paris in the summer of 2002.

Since 1995, he has been the owner of PRESTIGE Groupe Média. This company publishes the *PRESTIGE* magazine and the *Hôtels, Restaurants et Institutions* magazine.

He was completing his high school studies in 1987 when he joined the Régiment de la Chaudière, a reserve unit of the Canadian Armed Forces. During his 22 years of military service, he carried out two operational missions: the first in Goose Bay, Labrador, under NATO, and the second in Cyprus for the United Nations. Afterwards, he completed various mandates, including analyzing the reserve's infrastructure supported by the Valcartier military base and the deployment and command of a group of 400 military members to Mississippi in the United States. In 2002, the French army appointed him instructor of a staff specialist course—this was a first in the history of the French reserve. In the context of this course, he trained French, British, German and Swiss reservists.

In June 2004, during the celebrations of the 60th anniversary of the Normandy Landing (France), he inaugurated four monuments in as many cities and towns in Normandy. In May 2006, in the context of his duties as commanding officer of the Régiment de la Chaudière, he was granted a private audience with Her Majesty Queen Elizabeth II in Buckingham Palace. This audience allowed him to give Her Majesty a new edition of a book on the history of the Régiment de la Chaudière and to meet the Colonel-in-Chief of his regiment. In 2008, he coordinated the military activities of the 35 Canadian Brigade Group for the 400th anniversary of the city of Québec. He retired from the military in 2009.

He was born in Granby and was elected MP for the riding of Charlesbourg–Haute-Saint-Charles on October 19, 2015, and appointed to the Official Opposition's Shadow Cabinet on November 20 of that year as associate critic for National Defence.

Mr. Paul-Hus is married and has two children.

M. Paul-Hus is a member of two Parliamentary Committees and five Parliamentary Associations and Interparliamentary Groups.

Kristina Michaud

First elected to Parliament in 2019.

26 years old.

Born in Amqui.

Bachelor's degree in international studies (Université Laval).

Political adviser at the National Assembly of Quebec.

MP for Avignon–La Mitis–Matane–Matapédia.

Bloc Québécois critic for Public Safety and Emergency Preparedness, Climate Change and Youth.

Vice-Chair and member of the Standing Committee on Public Safety and National Security, and member of the Subcommittee on Agenda and Procedure of the Standing Committee on Public Safety and National Security. Member of the Canada-Italy Interparliamentary Group.

Kristina Michaud has sponsored Bill C-215 *Climate Change Accountability Act*.

Marc Dalton

Mr. Dalton is a high school teacher who has served two terms as a Member of the B.C. Legislative Assembly. He was raised in a Royal Canadian Air Force family. He also served in the Canadian Armed Forces and is a member of the Royal Canadian Legion, Branch 88. Mr. Dalton is Indigenous (Métis) and was Parliamentary Secretary to the Minister of Aboriginal Relations in one of his portfolios. He has a Bachelor's Degree in French and History and a Master's Degree in Educational Leadership, both from Simon Fraser University.

Mr. Dalton was designated President of the non-partisan Assemblée Parlementaire de la Francophonie and was the Legislative representative for British Columbia's Francophones at both provincial and national events. He has volunteered for non-profit organizations such as a local food bank and the Salvation Army and is a former pastor.

Mr. Dalton's local and provincial accomplishments for his constituents include: a new school in Albion, four-laning of Highway seven between Maple Ridge and Mission, funding for many local organizations, housing for low-income seniors, an MRI machine for Ridge Meadows Hospital, more ambulances, a fitness tax break for families with children, restoration of school-busing and more. He has been married to his wife Marlene for 34 years. They have three adult children.

He was elected in 2019 and is a Member of one Parliamentary Committee (SECU) and two Parliamentary Associations and Interparliamentary Groups (Canada-United States Inter-Parliamentary Group and Canada-Germany Interparliamentary Group).

Pam Damoff

Ms. Damoff, a politician, community activist and business professional with over 25 years' corporate experience on Bay Street, was elected to represent the riding of Oakville-North Burlington in the House of Commons in the 2015 federal election, and re-elected in 2019. Prior to the election, she served as an Oakville Town Councillor from 2010-2015. During her time on council, she served on the Oakville Public Library Board, the budget committee and the Oakville Tourism Partnership.

She was named Vice Chair of the Standing Committee on the Status of Women in December 2015. She is also a member of several Parliamentary Committees, Associations and inter-parliamentary groups, including the Standing Committee on Public Safety and National Security and the Subcommittee on Agenda and Procedure of the Standing Committee on Public Safety and National Security.

She was recognized as an advocate for active transportation and better cycling infrastructure in Oakville. She co-founded Cycle Oakville to promote cycling and improved cycling infrastructure and received the 2013 Bicycling Leadership Award for her tireless promotion of cycling in Ontario. She has since founded the first all-party Cycling Caucus in Ottawa. She is an active volunteer in her community, serving as Chair of Oakville's Terry Fox Run and is a member of the organizing committee of the Courage Polar Bear Dip.

Ms. Damoff is passionate about many causes including employment for persons living with disabilities, women's empowerment, mental health, environmental protection, and cycling safety and development.

Jack Harris

Jack Harris was first elected as an NDP MP in 1987. In 1990, he was elected as a Member of the Newfoundland and Labrador House of Assembly. Jack served as a Member of the House of Assembly for 16 years and as leader of the provincial NDP for 14 years.

Mr. Harris served as Member of Parliament for St. John's East from 2008 to 2015, and has returned to Parliament in 2019. He has been a prominent New Democrat voice in the national media and in the House of Commons. He previously served as the NDP's Public Safety critic, Justice critic, and – most notably – National Defence critic. While the National Defence critic for the Official Opposition, he was the Vice-Chair of the House of Commons Standing Committee on National Defence. He is currently serving as Critic for Atlantic Canada Opportunities Agency, Foreign Affairs, Public Safety and Emergency Preparedness, and as Deputy Critic for Defence. He is a Member of 6 Parliamentary Committees and one Parliamentary Associations and Interparliamentary Groups, the Canadian North Atlantic Treaty Organization Parliamentary Association.

Mr. Harris pushed for greater support for injured men and women in uniform, improvements to the military justice system, the reopening of Veterans Affairs offices across the country, and better search and rescue services. He persuaded the Defence Committee to study air and maritime search and rescue and had the Committee visit Newfoundland and Labrador.

Born in St. John's, Jack is a graduate of Memorial University, the University of Alberta and the London School of Economics. Jack has experience in community organizing, journalism and law, and was a senior labour lawyer for many years. He is married to Ann Martin, a St. John's lawyer, and they have three adult children.

Angelo Iacono

Angelo Iacono was elected the MP for Alfred-Pellan on October 2015, and re-elected in 2019. He is a member of two Parliamentary Committees and two Parliamentary Associations and Interparliamentary Groups.

Mr. Iacono is a lawyer by trade, a politician by vocation and a humanist by conviction. After studying political science at McGill University, he went on to study civil law at UQAM and obtain a *Juris Doctor* degree from the University of Ottawa. He also obtained a certificate from the European Union and its institutions, as well as a certificate in European community law from the faculty of law of Lyon, in France.

Kamal Khera

Ms. Kamal Khera was elected in 2015 as the Member of Parliament representing Brampton West and re-elected in 2019. She is the Parliamentary Secretary to the Minister of International Development. Ms. Khera has held a diverse set of positions in Government; previously holding the titles of: Parliamentary Secretary to the Minister of Health and Parliamentary Secretary to the Minister of National Revenue. She is a registered nurse, community volunteer and a political activist.

A first-generation Canadian, Ms. Khera immigrated to Canada from Delhi, India at a very young age. She attended York University where she earned an Honours Bachelors of Science in Psychology and an Honours Bachelors of Science in Nursing.

Ms. Khera worked with the Centre of Addictions and Mental Health (CAMH), Peel Family Shelter, and William Osler Health Centre. She also worked as a registered nurse in the Oncology Unit at St Joseph's Health Centre in Toronto.

Ms. Khera is an active member of her community; she has served as chairperson of South Asian Canadians Heritage Foundation, mentor and program coordinator at Big Brother Big Sister of Peel, and event coordinator with Sick Kids Foundation.

Joël Lightbound

Joël Lightbound was first elected as the Member of Parliament for Louis-Hébert in 2015. He is the Parliamentary Secretary to the Minister of Public Safety and Emergency Preparedness, and a member of the Standing Committee on Public Safety and National Security.

Born and raised in Sainte-Foy, Mr. Lightbound is a lawyer and a member of the Quebec Bar Association, who began his legal career as an articling student with the Montréal firm Fasken Martineau DuMoulin. He later practiced law in the Quebec City area with a firm specializing in immigration law.

Mr. Lightbound served as a board member of Champlain Regional College and La Baratte, a non-profit organization in Quebec City. He is the former President of the Student Association of St. Lawrence College, Vice-President of the Confédération des associations des étudiantes et étudiants en droit civil, and Quebec representative at the Parlement francophone des jeunes in Gabon in 2007.

Mr. Lightbound holds Bachelor's degrees in Civil Law and Common Law from McGill University. He has also pursued Masters-level studies in Information Technology Law at the Université de Montréal.

Rob Morrison

Rob Morrison was first elected to Canadian Parliament in 2019. He is currently a member of the Standing Committee on Public Safety and National Security.

He is a retired RCMP officer and former diplomat. During his service with the RCMP, Mr. Morrison was recruited as an expert to speak publically at several international conferences introducing safe and secure law enforcement models to work against organized crime and national security threats. He served as a diplomat with the Department of Foreign Affairs (DFAIT) where he was responsible for 17 countries in Central/Southwest Asia and the Middle East.

Mr. Morrison has served in various leadership roles, moving up the ranks and forging strong collaborative relationships with multiple levels of government, private sector, academia, and senior executives. In 2013, he ended his tenure as Director General with the Treasury Board Secretariat where he was responsible for an information-sharing environment with all law enforcement agencies and foreign governments. Mr. Morrison received multiple recognitions, including a Commissioners Commendation for Outstanding Service.

Prior to his role as Director General, Mr. Morrison served as a Senior Executive Chief Superintendent responsible for policing service delivery models throughout British Columbia. He has significant experience engaging with all levels of Government (National and International), and has attended town hall meetings to ensure unique communities were afforded the best possible service delivery models.

Mr. Morrison has lived and worked in the Kootenay-Columbia region for the past 40 years. His father served in the Royal Canadian Air Force, fostering a decision that expanded into a 35-year career serving his country as a Public Servant. Rob is a devoted husband with five children and an active community member with a passion for sustainable living and environmental awareness.

Doug Shipley

In 2019, Mr. Shipley was elected as the Member of Parliament for Barrie—Springwater—Oro-Medonte. He is a member of the Standing Committee on Public Safety and National Security.

Mr. Shipley is a business owner and has spent the last nine years serving the City of Barrie as Councillor for Ward 3. He has served as Chair of Finance and Corporate Services, Committee Chair of Infrastructure, Investment and Development Services Committee, Deputy Chair of the Barrie Police Services Board and sat on a number of committees, including the Barrie and Area Physician Recruitment Task Force.

Doug Shipley has been a proud resident of Barrie—Springwater—Oro-Medonte for 20 years. He lives in Barrie with Lisa, his wife of 26 years, and their two sons.

Gagan Sikand

Gagan Sikand was first elected to Canadian Parliament in 2015 and was re-elected in 2019. He is a member of two Parliamentary Committees and six Parliamentary Associations and Interparliamentary Groups.

Mr. Sikand is a lawyer and small business owner and has lived in Mississauga—Streetsville for over 25 years. Mr. Gagan has diverse professional experience, having worked for the Attorney General of Ontario, the Ministry of Aboriginal Affairs, and the Investment Industry Regulatory Organization of Canada. Gagan also sits on the Board of the Dental Hygienists of Ontario.

Mr. Gagan volunteers on the local United Way advisory council and regularly helps at both the Eden and Seva food banks. He is a mentor with the Kids Now program at Woodlands Secondary School. He also coaches basketball and serves as a board member for the Young Governors Council of Junior Achievement.

Dr. Rick Parent

Criminologist Dr. Rick Parent is a 30-year veteran of the Delta Police Department. While serving as a police officer he examined the issue of police use of deadly force and the phenomenon of Victim Precipitated Homicide, also known as Suicide by Cop. His dissertation, entitled *Aspects of Police Use of Deadly Force in North America: The Phenomenon of Victim Precipitated Homicide* was for a Doctoral degree in Criminology at Simon Fraser University.

Dr. Parent has been qualified in US and Canadian courts as an expert in police shootings and in matters related to police use of deadly force. Dr. Parent served as an Associate Professor at Simon Fraser University, School of Criminology - Police Studies from September 2008 until retiring in December 2019.

Dr. Parent is also a subject-matter expert in the area of police ethics and accountability. He is the author of the Canadian Police Knowledge Network (CPKN) course entitled *Police Ethics and Accountability* and the co-author of the textbook "Ethics and Canadian Law Enforcement" (2018). He is also the co-author of the textbook "Community-Based Strategic Policing in Canada" (2019), as well as numerous publications.

Dr. Christian Leuprecht

Christian Leuprecht (Ph.D, Queen's) is Class of 1965 Professor in Leadership, Department of Political Science and Economics at the Royal Military College of Canada and on leave as Matthew Flinders Fellow at Flinders University in South Australia.

A recipient of RMC's Cowan Prize for Excellence in Research and an elected member of the College of New Scholars of the Royal Society of Canada, he is also Munk Senior Fellow in Security and Defence at the Macdonald Laurier Institute. An expert in security and defence, political demography, and comparative federalism and multilevel governance, he has held visiting positions in North America, Europe, and Australia, and is regularly called as an expert witness to testify before committees of Parliament. He holds appointments to the Ontario Research Fund Advisory Board, the board of the German Institute for Defence and Strategic Studies, the Police Services Board of the City of Kingston, and the Polar Research and Policy Initiative.

His publications have appeared in English, German, French, and Spanish and include over a dozen books and scores of articles that have appeared, *inter alia*, in the *Florida State University Law Review* (2019), *Electoral Studies* (2016), *Government Information Quarterly* (2016), *Armed Forces and Society* (2015), *Global Crime* (2015, 2013), the *Canadian Foreign Policy Journal* (2014, Maureen Molot Prize for Best Article), *Canadian Public Administration* (2014), the *Canadian Journal of Political Science* (2012, 2003), *Regional and Federal Studies* (2012), and *Terrorism and Political Violence* (2019, 2018, 2017, 2011). His editorials appear regularly across Canada's national newspapers and he is a frequent commentator in domestic and international media.

NOTE: Prof. Leuprecht has published a policy paper on efficient police funding in Canada in 2014, entitled *The Blue Line or the Bottom Line of Police Services in Canada?* through the Macdonald-Laurier Institute. In it, he argues that current pricing models of policing services do not reflect Canadians' needs and expectations of policing services; rather, funds should be reallocated or revised to maintain budget costs while also providing policing services in ever-expanding areas.

Hon. Doug Schweitzer, QC

Minister of Justice and Solicitor General

Deputy Government House Leader

On April 16, 2019, Doug Schweitzer was elected as the Member of the Legislative Assembly for Calgary-Elbow. Shortly thereafter on April 30, 2019, he was sworn in to join Alberta's Cabinet as the Minister of Justice and Solicitor General.

Prior to his election Mr. Schweitzer was a partner with a private law firm, specializing in bankruptcy and insolvency. He is a dedicated husband, father of two young girls and a long-serving community volunteer. He has raised funds for military families and served as Vice Chair of the Calgary Drug Treatment Court.

In 2019, the Province of Alberta announced a new police-funding model that will provide \$286 Million over the next five years for its rural police force to have more boots on the ground. On July 9, Minister Schweitzer announced that 76 new officers and 57 civilian positions would come to RCMP detachments across rural Alberta in 2020-21.

These new officers come in response concerns about rural crime that Mr. Schweitzer had heard during his tour of the province last year. The government is expected to add 300 positions over the next three-to-four years. According to Mr. Schweitzer, there are many instances where the police took an hour to respond to a call in a rural area due to the long distances they would have to travel.

Mr. Schweitzer has also sent a letter to his federal counterpart asking for a reform to the criminal code to deal with rural crime in particular. This reform would make the remoteness of a crime an "aggravating factor" when sentencing occurs in order to deter lawbreakers from targeting rural residents.

As well, Mr. Schweitzer said he was successful in establishing a working group consisting of justice ministers from across Canada and federal ministers with the purpose of coming up with solutions to rural crime issues. He also introduced Bill 8, the Protecting Survivors of Human Trafficking Act, in April 2020, aimed at empowering survivors of human trafficking.

SECU Associate Members

Conservative: Ziad Aboultaif, Scott Aitchison, Dan Albas, Leona Alleslev, Dean Allison, Mel Arnold, Tony Baldinelli, John Barlow Michael, Barrett Bob Benzen, Candice Bergen (Hon.), Luc Berthold, James Bezan, Steven Blaney (Hon.), Kelly Block Richard Bragdon, John Brassard, Blaine Calkins, Colin Carrie, Kenny Chiu, Michael Chong (Hon.), Michael Cooper, James Cumming, Raquel Dancho, Scot Davidson, Gérard Deltell, Chris d'Entremont, Kerry Diotte, Todd Doherty, Terry Dowdall, Earl Dreeshen, Eric Duncan, Dave Epp, Rosemarie Falk, Ted Falk, Ed Fast (Hon.), Kerry-Lynne Findlay (Hon.), Diane Finley (Hon.), Cheryl Gallant, Bernard Généreux, Garnett Genuis, Joël Godin, Jacques Gourde, Tracy Gray, Jasraj Singh Hallan, Rachael Harder, Randy Hoback, Tamara Jansen, Matt Jeneroux, Pat Kelly, Peter Kent (Hon.), Robert Kitchen, Tom Kmiec, Michael Kram, Damien Kurek, Stephanie Kusie, Mike Lake (Hon.), Philip Lawrence, Richard Lehoux, Chris Lewis, Ron Liepert, Dane Lloyd, Ben Lobb, Tom Lukiwski, Dave MacKenzie, Larry Maguire, Richard Martel, Dan Mazier, Kelly McCauley, Phil McColeman, Greg McLean, Cathy McLeod, Eric Melillo, Rob Moore (Hon.), Marty Morantz, Glen Motz, John Nater, Jeremy Patzer, Pierre Poilievre (Hon.), Alain Rayes, Brad Redekopp, Scott Reid, Michelle Rempel Garner (Hon.), Blake Richards, Lianne Rood, Alex Ruff, Jag Sahota, Bob Saroya, Jamie Schmale, Kyle Seebach, Martin Shields, Nelly Shin, Gerald Soroka, Bruce Stanton, Warren Steinley, Mark Strahl, Shannon Stubbs, David Sweet, Corey Tochor, Tim Uppal (Hon.), Tako Van Popta, Karen Vecchio, Gary Vidal, Arnold Viersen, Brad Vis, Cathay Wagantall, Chris Warkentin, Kevin Waugh, Len Webber, John Williamson, Alice Wong (Hon.), David Yurdiga, Bob Zimmer

NDP: Charlie Angus, Niki Ashton, Taylor Bachrach, Daniel Blaikie, Rachel Blaney, Alexandre Boulerice, Richard Cannings, Laurel Collins, Don Davies, Scott Duvall, Randall Garrison, Leah Gazan, Matthew Green, Gord Johns, Peter Julian, Jenny Kwan, Alistair MacGregor, Brian Masse, Lindsay Mathysen, Heather McPherson, Mumilaaq Qaqqaq

Bloc: Québécois Luc Thériault

Questions from June 23, 2020 SECU Meeting 7

(edited for content and brevity)

Mr. Pierre Paul-Hus (Charlesbourg—Haute-Saint-Charles, CPC):

I would like to know, with respect to the RCMP in particular, what steps you have taken [to address racism problems] in the past five years.

Mr. Pierre Paul-Hus:

But I am trying to get an answer from you, from your government. Did you take action from the start? Have you looked into this problem?

In your opinion, since the RCMP is part of your portfolio as Minister of Public Safety, has systemic racism always been an issue?

Mr. Pierre Paul-Hus:

Are you aware of [a 127-page report called “Taking Action Against Systemic Racism and Religious Discrimination Including Islamophobia”, report of the Standing Committee on Canadian Heritage, that was all about systemic racism and its RCMP-specific recommendation 28]?

Ms. Pam Damoff (Oakville North—Burlington, Lib.):

I have some questions around the Civilian Review and Complaints Commission. I am going to give you a list of some things that I think could be looked at, and I am wondering if you could maybe let me know if they are on your radar and would consider doing them. These things include:

- bringing in legislation that would have timelines on the reports being released;
- an appeals process;
- the report going to an advisory committee or another body rather than the RCMP reporting to itself;
- meaningful engagement of indigenous and marginalized peoples in the review process; and
- simplifying the complaints process, because many people feel that they need to hire a lawyer in order to file a complaint, and a number of people do not have the socio-economic ability to hire a lawyer.

Ms. Pam Damoff:

There was a complaint filed [re: Colten Boushie]. I know the review has been completed. You have had it since January 2020. On behalf of the family, I am just wondering when they can expect to see the results of [the Colten Boushie] review.

Ms. Pam Damoff:

[Would you] consider, rather than having just segments of training, having the cadets at Depot take an actual course in indigenous history at First Nations University, [in Regina].

Ms. Kristina Michaud (Avignon—La Mitis—Matane—Matapédia, BQ):

What [specific measures to address systemic racism within the RCMP] been put in place from the start?

Ms. Kristina Michaud:

I understand that you feel that recognition of existing Indigenous police forces as essential services is on the drawing board. That is very good. Do you believe that funding them adequately and also funding Indigenous recruiting are viable solutions?

Ms. Kristina Michaud:

As minister, how do you define systemic racism?

As a former chief of police, you may have witnessed racial profiling. In light of that, how do you define the systemic racism that might exist within the RCMP or police services?

Mr. Charlie Angus (Timmins—James Bay, NDP):

Minister, you talked about young black men being disproportionately involved in the system. When you were chief of police, carding was one of your very strong tools. You were very strong about it in the city of Toronto, and it was heavily used. Given what you know now, would you consider apologizing to say that it was a mistake using those tactics? What do you say about the use of carding that happened on your watch?

Mr. Charlie Angus:

In light of the promises that were made on [murdered and missing indigenous women and girls], how is it that we can see such abusive treatment of women who are suffering sexual assault in Nunavut?

Mr. Charlie Angus:

When I see the [funding] struggle that we have in Nishnawbe Aski territory to get good policing, and then I see, for example, the RCMP buying two armoured vehicles at a time when we're talking about de-escalating and demilitarizing, I have to ask, what kind of priority is that? We are buying old gear from Iraq, but the RCMP can afford that?

Mr. Rob Morrison (Kootenay—Columbia, CPC):

Minister, can you explain why the commanding officer's cultural diversity advisory committee in British Columbia was dissolved?

Mr. Rob Morrison:

Minister, can we count on your support [to reintroduce the commanding officer's cultural diversity advisory committees across Canada within the RCMP and across the public safety portfolio]?

Mr. Rob Morrison:

Minister, when your government appointed Commissioner Lucki, did you make addressing and eliminating systemic racism within the RCMP part of the mandate? If so, what specific issues did the government instruct the commissioner to act on?

Ms. Kamal Khera (Brampton West, Lib.):

Do you believe systemic racism exists in policing, especially in the RCMP?

Ms. Kamal Khera:

In your view, Minister, where are the biggest gaps in addressing systemic racism in the RCMP?

Ms. Kamal Khera:

Can you provide us with an overview of what training or education a recruit would undergo to learn about the lived experiences of racialized Canadians? Is this training mandatory? Can you walk us through the whole training experience? Also, what training is available for those who are already established RCMP officers?

Mrs. Karen Vecchio (Elgin—Middlesex—London, CPC):

There's currently a \$600-million class action lawsuit against the RCMP specifically regarding indigenous people in the north. Can you share a little bit about that and share with me how many other lawsuits there have been and whether they mostly have been settled out of court? Do you have some information on that so that we can look at that?

Mrs. Karen Vecchio:

During [your time as a police chief], what were some of the steps that you took to address racism and to eliminate systemic racism in the Toronto Police Service?

Mrs. Karen Vecchio:

Would you say, with the diversity you had on the Toronto Police Service, that you found racism was eliminated or reduced? What do you think your actual results were during your time?

Mrs. Karen Vecchio:

Have you seen that it has gotten worse? If we compare 2020 to 2010, what are some of the changes you have seen in one of the greatest and most diverse cities in Canada, and around the world?

Mr. Angelo Iacono (Alfred-Pellan, Lib.):

Can you tell us the status of the unconscious bias training?

Mr. Angelo Iacono:

How do you plan to reboot the system [to address systemic racism] in a parallel way at the RCMP level, and at the community level, to fill in the gaps and thus have a more harmonious environment?

Mr. Angelo Iacono:

Do we have a plan of action to take these examples that you are referring to and to reprogram the system and influence better interaction between the RCMP and the communities? You mentioned earlier that programs of diversion and inclusion already exist. Are they appropriate? Are they up to date? Do they take into consideration what Canada is today with its different cultural communities, requests and expectations?

Ms. Kristina Michaud:

Why is the [CRCC] complaint form not available in all Indigenous languages? How can an Indigenous person who is a victim of abuse or discrimination file a complaint if they cannot even access the form in their own language?

Ms. Kristina Michaud:

Minister, the Annual Report 2018-2019 of the [CRCC] reported a 13% increase over the previous year. The majority of complaints dealt with improper arrest, neglect of duty, improper attitude, mishandling of property, or improper use of force.

You speak of measures that have been in place for a number of years, such as cultural diversity training. [How] do you explain the increase in the number of complaints?

Mr. Charlie Angus:

Would you make a simple recommendation to say that the RCMP needs to collect race-based data so we actually can start getting better pictures of how the force is being used?

How do we do it? How do we balance it so that what we're gathering is actually about accountability and not targeting?

Mr. Charlie Angus:

You will work with the Privacy Commissioner?

Hon. Tim Uppal (Edmonton Mill Woods, CPC):

I just want to ask you about the makeup of the RCMP, the demographics of it. Do you have any statistics? In terms of members with cultural, indigenous or ethnic backgrounds, do you know what the percentages are, overall, for the RCMP? Is that data that you keep? If you do—which would be important for recruitment—where was that five years ago compared to where are you now?

Hon. Tim Uppal:

What does [demographics] look like in the management ranks?

Hon. Tim Uppal:

Do you have statistics on the number of police interactions in Canada, interactions versus those that result in complaints?

Mr. Gary Anandasangaree (Scarborough—Rouge Park, Lib.):

How do you respond to this urgency [a moment in history where the world is moving]? It's not the recruitment and training. Those are important, but those will take time. How do you respond in order to gain the confidence of the public, particularly racialized people, notably indigenous and black people?

Mr. Gary Anandasangaree:

How do you reimagine [or defund] police? How do you reimagine the RCMP to be a service of the future, a service that can actually serve all Canadians?

Ms. Kristina Michaud:

Madam Commissioner, you acknowledged that systemic racism exists within the RCMP. However, the first time you were asked the question, you were reluctant to say so. What made you change your mind afterwards?

Ms. Kristina Michaud:

Are you aware of any officers under your authority who have not complied with [the core values of the RCMP]? What will the officers be held to account for, if ever you discover improper behaviour?

Ms. Kristina Michaud:

What changes have already been implemented [to address and reduce systemic racism]? What changes will be implemented in the coming weeks and months to counter this scourge?

Mr. Charlie Angus:

When is [the Colten Boushie] report going to be released?

Mr. Charlie Angus:

When is [the Kent County] report going to be released?

Mr. Charlie Angus:

Sniper rifles and lethal overwatch [as in Wet'suwet'en] — do those not represent something that is much more militarized than necessary in dealing with a nation-to-nation relationship?

Mr. Rob Morrison:

I have two questions, one on HR and one on contract policing.

When you recruit individuals who understand and embrace cultural diversity and want to embrace small communities, for example, would not the hiring of new RCMP recruits be much better if the hiring was done by the provinces and territories and they took the lead based on regional priorities?

Now, I know how the system works. I am asking if it would be better if they based hiring on a point-based system that suits that province and not Ottawa.

As the RCMP does not have a minimum standard for contract policing, has the RCMP ever thought of having a minimum policing standard so that you can do rural policing reviews, for example, in different contract provinces to see whether the minimum standard of policing is adequate?

Could the RCMP have a minimum standard to say to the province, "If you want to contract an RCMP member, you need to have this number of people"?

Mr. Rob Morrison:

If you do not have a management review [system, which have stopped in BC since 2018], how do you possibly help detachments or units that need direction?

Let us pick racism, for example. Let us pick diversity. How are your management teams addressing the needs of these detachments that need help before you get to a directed review, which means you are in trouble?

Mr. Greg Fergus:

Is there any intention for the RCMP to make its management look like the diversity that exists in Canada?

Mr. Pierre Paul-Hus:

A report [of] 700 pages long was released in 2019 following the major National Inquiry into Missing and Murdered Indigenous Women and Girls. Recommendation 16.32 of that report calls on police services, particularly the RCMP, to ensure that there is Inuit representation among sworn officers and civilian staff. Have you had time to act on that recommendation?

Mr. Pierre Paul-Hus:

We have already heard that, among Indigenous communities in particular, young people or others who wanted to be on the police force were being harassed by their own communities. They were told that they were with the white people and that they were traitors to their community. Does that kind of thing still happen today?

Mr. Pierre Paul-Hus:

In your opinion, is the [COVID-19] situation under control? Are you worried about a second wave in the fall?

Ms. Kamal Khara:

There have been some calls for the reconstructing of the RCMP to remove contract policing or to remove the designation "Royal" or to rename the force in other ways that would distance it from Canada's past. Is the RCMP aware of these calls, or do you have any mechanism currently in place to examine them?

Mr. Greg Fergus:

99.9% [of RCMP interactions involve non-lethal interventions]. Would not that then make us rethink the approach that we take? I mean, should we plan for that 0.1% or should we have police officers approach a situation in a way that would calm spirits down and clearly de-escalate things, or do they need always to go in fully armed and ready to go and raise the tension?

Mr. Greg Fergus:

That said, are we putting too much emphasis or too much of a burden on the RCMP to handle those kinds of telephone calls, or is it better for us to look at having other services that are better funded, such as more specialized services on mental health or on drug addiction that could work in co-operation with the RCMP to respond to those situations?

Mr. Greg Fergus:

Could I presume, then, that you would agree that we need a big rethink in terms of how to increase security in the larger term; the larger understanding of Canadians, by looking at who should specialize in what and what resources should be directed as a result?

Ms. Kristina Michaud:

Madam Commissioner, do you have with you the figures or statistics for the past few years on the number of times the RCMP have stopped persons from cultural minorities or Indigenous people, compared to non-Indigenous people?

Ms. Kristina Michaud:

I feel that it can feed certain stereotypes, as you say, but at the same time, it can document phenomena like racial profiling, for example. What do you have to say about that?

Ms. Kristina Michaud:

What does spending [RCMP] money [on class action settlements] mean for taxpayers?

Mr. Charlie Angus:

What do you have to ensure the mental health of the workers who are on the front lines? Some of the highest suicide rates in the world would be in the communities you represent.

Mr. Charlie Angus:

What are the terms and conditions the police face in going into communities that are shutting themselves down and insisting on very strong isolation [due to COVID-19]?

The Chair:

What assurances can you give as the commissioner—or possibly even the chief of human resources—that [the new RCMP-union relationship] does not become a problem and that the union is on the same page, shall we say, as the RCMP in dealing with officers who are truly a problem?