



## A dreamcatcher with feathers and beads hanging against a bright, hazy sun, symbolizing hope and guidance.





# INTRODUCTION

The RCMP is present in Quebec in the Greater Montréal Area and in eight border detachments. Its activities align with federal priorities, including national security, transnational serious and organized crime, and cybercrime.

An **Indigenous liaison officer** from the Organized Crime Program is implementing the Division Indigenous Strategy with all sectors and detachments. He is supported by a **divisional committee** of employees from all categories, including **Indigenous employees**. His mandate is to establish ties and partnerships with Indigenous communities and with First Nations policing services. The liaison officer is also involved in the reconciliation between the RCMP and Quebec Indigenous communities.

In accordance with its federal policing mandate in Quebec, the RCMP does not have first responder's jurisdiction in Indigenous communities. However, C Division has been offering for several years **training and development opportunities** for Indigenous police officers and **operational support** based on Indigenous policing services' and communities' needs, as well as **prevention and awareness activities**.





## ALGONQUIAN

- IROQUOIAN

- ## ESKIMO-ALEUT

- ▼ INUIT



# NATIONAL RECONCILIATION

The RCMP is investing significant efforts in its national strategy for reconciliation with Indigenous communities. All divisions must therefore formulate their strategy for reconciliation with Indigenous communities.

## C DIVISION RECONCILIATION APPROACH

A reconciliation approach is included in the Division’s Indigenous strategy and reflects the federal policing mandate in Quebec. Our activities and actions must be determined based on our capacity, with consistency, continuity and sustainability. Our relationship with Indigenous communities and Indigenous policing services as well as our credibility in their eyes, depend on it. Reconciliation is a delicate, long-term process that is forged in small steps.

### OUR OBJECTIVES:

#### 1. CONSULT COMMUNITIES ON RECONCILIATION

The reconciliation approach must take into account the interests of Indigenous peoples and communities. We want to foster a mutual understanding of the values associated with reconciliation for Indigenous peoples and the RCMP to find the balance between their expectations and our capacities.







**ACTIONS OR ACTIVITIES TO ACHIEVE THE OBJECTIVE:**

- A series of consultations will be conducted to gather everyone’s ideas and comments. The following people will be consulted to validate and improve our strategy fundamentals:
  - Indigenous employees of RCMP C Division
  - President of the First Nations Chiefs of Police Association (FNCPA), Dwayne Zacharie
  - President of the Association of First Nations Chiefs of Police of Quebec (AFNCPQ), Shawn Dulude
  - C Division’s representative on the Commissioner’s National Indigenous Advisory Committee, Helen Cayer
  - Uashat Mak Mani-Utenam Chief of Police, Raynald Malec
  - Any other relevant person
- The results of these meetings will be collected and taken into consideration in the reconciliation approach.

**2. ENCOURAGE GREATER KNOWLEDGE AND UNDERSTANDING OF INDIGENOUS PEOPLES AND COMMUNITIES AMONG EMPLOYEES  
FAMILIARIZE THEM WITH THE CONCEPT OF RECONCILIATION**

**ACTIONS OR ACTIVITIES TO ACHIEVE THE OBJECTIVE:**

- Organize information and awareness activities, such as Pow Wow, blanket exercises, Indigenous art exhibit at RCMP headquarters, traditional meal, celebrate International Indigenous Peoples Day on June 21, etc.
- Involve Indigenous Division employees in carrying out activities. Support them in initiatives promoting their culture.
- Develop information sheets specific to each Quebec Indigenous community so RCMP employees can learn more about them.

**3. ENCOURAGE CLOSER RELATIONSHIP AND PARTNERSHIP BETWEEN THE RCMP AND QUEBEC INDIGENOUS PEOPLES AND COMMUNITIES**

**ACTIONS OR ACTIVITIES TO ACHIEVE THE OBJECTIVE:**

- Develop and maintain partnerships with First Nations policing services and Quebec Indigenous communities.
- Participate in reconciliation activities with the working group on reconciliation with Quebec families.
- Initiate and coordinate prevention activities with the Drug and Organized Crime Awareness Service (DOCAS) including the cannabis strategy with First Nations police services and their partners.
- Promote and assist in the implementation of the multi-sector hub (Prince Albert hub) with interested Quebec Indigenous communities.
- Continue and extend the prevention initiatives with Quebec Communities through the Indigenous liaison officer.
- Support national programs such as the Youth Advisory Committee, the Youth Leadership Program, and the Pre-Cadet Program for Indigenous Youth.
- Organize recruitment activities with Indigenous communities to increase their presence within the RCMP.
- Train Indigenous police officers from First Nations police services at the Combined Forces Special Enforcement Unit (CFSEU) and other Quebec sectors and detachments.
- Continue developing knowledge, sharing information and offering operational support in terms of intelligence, investigation and awareness throughout the Division.
- Create a mechanism for sharing intelligence with the communities where applicable and in relation to our federal policing mandate.



# CURRENT ACHIEVEMENTS AND ACTIVITIES

For several decades, an Indigenous liaison officer and Division members have been involved in investigations with Quebec Indigenous communities.

## OPERATIONAL SUPPORT

For 15 years, Aboriginal CFSEU has worked closely in various communities to help control organized crime and drug dealing. In addition, serious crime investigations have been conducted in Indigenous communities where organized crime had a foothold.

CFSEU has also created a toolbox to support First Nations police officers in their investigations. The toolbox covers the following topics:

- Background checks
- Surveillance reports
- Drafting warrants
- Searches
- Human sources

## AWARENESS AND COMMUNITY ACTIVITIES

Various **community activities** in which RCMP members across Quebec have participated over the years build ties with these communities. For exemple, participation in the Aboriginal Interband Games.



(Cst. Pierre-Olivier BEDARD with an Innu participant, Sabri ROCK of Pessamit, at the 15<sup>th</sup> **Aboriginal Interband Games** held July 5 to 14, 2019, near Sept-Îles – Photo: Cpl. Hugo Lavoie)

**Informative activities** were held to improve our employees’ understanding of Indigenous communities. For exemple, in 2019, Pierre Picard gave a presentation to our employees.



(Pierre Picard, member of the Huron-Wendat nation, gave a presentation to RCMP employees in Montreal on **Better Understanding the Indigenous World to Better Intervene.**)

Since its creation, our Drug and Organized Crime Awareness Service has given numerous **presentations on drugs and new trends** in Indigenous communities throughout Quebec. It has also delivered the Aboriginal Shield Program for several years.

# MOVING FORWARD TOGETHER

The strategy must provide for a mechanism for following up on and renewing activities to ensure long-term sustainability. In addition, each activity must aim at a pre-established objective. Performance indicators must be identified to determine whether or not objectives have been achieved.

We must also have and maintain the capacity, consistency, continuity and sustainability of our commitments to retain our credibility with our community partners.

Our Indigenous Strategy will be revised annually in ongoing consultation with First Nations partners. The strategy will be adjusted as needed for continuous improvement or to respond to emerging concerns while we move forward together in confidence and good faith.



