

LA COMMISSION D'ENQUÊTE SUR LES RELATIONS
ENTRE LES AUTOCHTONES
ET CERTAINS SERVICES PUBLICS

SOUS LA PRÉSIDENCE DE
L'HONORABLE JACQUES VIENS, COMMISSAIRE

AUDIENCE TENUE AU
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POUR LA COMMISSION :

Me PAUL CRÉPEAU, Procureur

POUR LES PARTIES PARTICIPANTES :

Me Marie-Paul Boucher

Me Éric Lépine

Me David Coderre

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1 **OUVERTURE DE LA SÉANCE**

2 **LA GREFFIÈRE-AUDIENCIÈRE :**

3 Veuillez vous lever.

4 **L'HONORABLE JACQUES VIENS (LE COMMISSAIRE) :**

5 Um-hum.

6 **LA GREFFIÈRE-AUDIENCIÈRE :**

7 Veuillez vous asseoir.

8 **LE COMMISSAIRE :**

9 Ah...

10 **LA GREFFIÈRE-AUDIENCIÈRE :**

11 La Commission d'enquête sur les relations entre les
12 Autochtones et certains services publics du Québec,
13 présidée par l'Honorable Jacques Viens, est
14 maintenant ouverte.

15 **LE COMMISSAIRE :**

16 Bonjour. Good morning.

17 **VOIX MASCULINE NON IDENTIFIÉE :**

18 Bonjour.

19 **LE COMMISSAIRE :**

20 Alors, peut-être pourriez-vous commencer par
21 l'identification des procureurs...

22 **LA GREFFIÈRE-AUDIENCIÈRE :**

23 Oui.

24 **LE COMMISSAIRE :**

25 ... pour les fins de l'enregistrement.

1 **LA GREFFIÈRE-AUDIENCIÈRE :**

2 Je demanderais aux procureurs...

3 **LE COMMISSAIRE :**

4 Évidemment, on les connaît.

5 **LA GREFFIÈRE-AUDIENCIÈRE :**

6 ... de s'identifier, ainsi que l'organisme que vous
7 représentez pour les fins de l'enregistrement.

8 **Me PAUL CRÉPEAU,**

9 **PROCUREUR POUR LA COMMISSION :**

10 Alors bonjour, Paul Crépeau pour la Commission.

11 Paul Crépeau, pour la Commission - on a des
12 nouveaux micros là, il faut s'habituer.

13 **Me ÉRIC LÉPINE,**

14 **PROCUREUR DE FEMMES AUTOCHTONES DU QUÉBEC :**

15 Éric Lépine pour Femmes Autochtones du Québec.

16 Bonjour.

17 **LE COMMISSAIRE :**

18 Bonjour.

19 **Me MARIE-PAULE BOUCHER,**

20 **POUR LA PROCUREURE GÉNÉRALE :**

21 Me Marie-Paule Boucher pour le Procureur général.

22 **LE COMMISSAIRE :**

23 Bonjour Me Boucher.

24 **Me DAVID CODERRE,**

25 **PROCUREUR POUR L'APPPQ :**

1 Bonjour à tous. David Coderre pour l'Association
2 des policières et policiers provinciaux du Québec.

3 **LE COMMISSAIRE :**

4 Bon. Bonjour Me Coderre. Alors bienvenue aux
5 procureurs. Maintenant, bien, Me Crépeau, peut-
6 être pourriez-vous nous informer du programme de la
7 journée?

8 **Me PAUL CRÉPEAU :**

9 In English

10 **LE COMMISSAIRE :**

11 In English. Good, good.

12 **Me PAUL CRÉPEAU :**

13 So, this... today we have Mr.Clive Weighill, from
14 Saskatchewan, who is here today. Mr. Weighill used
15 to be - until two weeks ago - Chief of Police in
16 Saskatoon, where they lived an experience which
17 will... he will tell us about it, in the nineties
18 ('90s), in the two thousand (2000), where there was
19 a Provincial Inquiry Commission into the death of
20 one person. And all these problems looked...
21 they'll tell us, they'll teach us, I think, the
22 right way to take care of these matters.

23 So with the... Mr.Weighill's testimony will
24 fall into the category that we call "the better
25 practices".

1 **LE COMMISSAIRE :**

2 So welcome, Chief Weighill.

3 **M. CLIVE LEE WEIGHILL :**

4 Thank you.

5 **LE COMMISSAIRE :**

6 I will have the clerk to proceed.

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1 Clive Weighill
2 Former Saskatoon chief of Police
3 Assermenté

4 -----

5 **Me PAUL CRÉPEAU :**

6 Good morning Mr. Weighill. Thank you for being
7 here. Mr. Weighill, would you tell us a little bit
8 about yourself, what do you... what's your personal
9 history before going to Saskatoon in two thousand
10 six (2006).

11 **M. CLIVE LEE WEIGHILL :**

12 Sure. Well I began my policing career in Regina,
13 Saskatchewan, in nineteen seventy-five (1975), and
14 I worked in various areas within the Regina Police
15 Service. As most police officers do, I started out
16 in patrol, I worked in communications, crime
17 prevention, I was then a corporal on the street,
18 sergeant on the street. I went into a Criminal
19 Investigations Division - I worked on major thefts
20 break and enters - then was transferred to
21 commercial crime, promoted to staff sergeant in
22 charge of vice and drugs, went to the executive
23 rank as an inspector, I worked as a watch commander
24 and then I was in planning and research, promoted
25 to superintendant in charge of administration, and
26

1 then superintendant in charge of operations, and
2 then I was a Deputy Chief in Regina for nine (9)
3 years before I went to Saskatoon in two thousand
4 six (2006). And I was the Police Chief...

5 **Me PAUL CRÉPEAU :**

6 Deputy Chief would be second in command...

7 **M. CLIVE LEE WEIGHILL :**

8 Yes.

9 **Me PAUL CRÉPEAU :**

10 ... in...

11 **M. CLIVE LEE WEIGHILL :**

12 Yes.

13 **Me PAUL CRÉPEAU :**

14 ... Calgary.

15 **M. CLIVE LEE WEIGHILL :**

16 In...

17 **Me PAUL CRÉPEAU :**

18 Uh...

19 **M. CLIVE LEE WEIGHILL :**

20 In Regina.

21 **Me PAUL CRÉPEAU :**

22 ... Regina.

23 **M. CLIVE LEE WEIGHILL :**

24 In Regina,...

25 **Me PAUL CRÉPEAU :**

1 Excuse me.

2 **M. CLIVE LEE WEIGHILL :**

3 In Regina, yes. And then I've been the Police
4 Chief in Saskatoon since September one (1), two
5 thousand and six (2006) until October six (6) of
6 this year. So I've been in the policing quite a
7 few years.

8 **Me PAUL CRÉPEAU :**

9 Quite a few years. Before going to your history in
10 Saskatoon, maybe just tell us a little bit about
11 the situation regarding the relation with the
12 Aboriginal people in Regina when you left in two
13 thousand six (2006), what... compared to what you
14 saw in Saskatoon.

15 **M. CLIVE LEE WEIGHILL :**

16 Well, it was a different flavor in Regina than
17 Saskatoon. Saskatoon, as I will explain, was going
18 through a tough time with the Stonechild Inquiry
19 and the allegations of Starlight Tours and a lot of
20 media focus on Saskatoon.

21 Regina had had its issues earlier on in the
22 eighties (80s), nineteen eighties (1980s), as we're
23 starting the seventies (70s), when we're seeing the
24 urbanization of Indigenous people coming into the
25 cities from the First Nations. You know, a clash

1 of culture, I would say, because the police didn't
2 understand Indigenous culture and Indigenous people
3 were not understanding how the police are working,
4 and the police, in those days, when I first
5 started, was very homogenous, mainly White police
6 officers, there was not much diversity. The Regina
7 Police Service worked their way through that, I
8 think, a little quicker than Saskatoon did, and
9 Saskatoon ended up in a bit of a different spot
10 than Regina did, but, certainly there was still
11 underlying issues between the police and Indigenous
12 people even in Regina at that time.

13 **Me PAUL CRÉPEAU :**

14 Okay. And when you were in Regina, did you happen
15 to follow what happened in the nineties (90s) in
16 Saskatoon?

17 **M. CLIVE LEE WEIGHILL :**

18 Uh...

19 **Me PAUL CRÉPEAU :**

20 About the Stonechild death and the...

21 **M. CLIVE LEE WEIGHILL :**

22 Yes.

23 **Me PAUL CRÉPEAU :**

24 ... impending crisis that developed in the
25 following years.

1 **M. CLIVE LEE WEIGHILL :**

2 I wouldn't say I would in the nineteen nineties
3 (90s), because the Stonechild Inquiry that took
4 place in two thousand and four (2004) went back to
5 what happened in the nineteen nineties (90s), so, I
6 certainly had become aware of it when the
7 Stonechild Inquiry came on, and being the Deputy
8 Chief in Regina... it's only two (2) hours away
9 from Saskatoon, we're similar cities, so you kind
10 of follow what is happening in each other's city,
11 so I'm fairly up to speed on what was occurring in
12 Saskatoon before I came there.

13 **Me PAUL CRÉPEAU :**

14 So, you came up... you were chosen and named Chief
15 of Police in two thousand six (2006).

16 **M. CLIVE LEE WEIGHILL :**

17 Yes.

18 **Me PAUL CRÉPEAU :**

19 I'll let you go from there. Tell us the story
20 about the... what... how it came to have the
21 Stonechild Inquiry and the way the Saskatoon Police
22 did treat this affair.

23 **M. CLIVE LEE WEIGHILL :**

24 Okay. Well, if I might, I'd like to walk people in
25 the inquiry to a PowerPoint and I think I can

1 explain quite a few of the things, and then I'm
2 certainly open to any questions afterwards.

3 So, when I first came to Saskatoon, this is an
4 excerpt from the Saskatoon Star Phoenix - which is
5 our local newspaper - and this is what they had
6 written:

7 "Weighill has taken over a police service
8 riddled with controversy over officer
9 misconduct, accusations of racism, the
10 questionable dismissal of two (2) Chiefs,
11 declining public confidence, slumping
12 employee morale, and rifts between
13 management and the Police Association
14 that led to a non-confidence vote in the
15 previous Chief."

16 So, it was quite a situation that I walked
17 into in Saskatoon and I remember one of the local
18 papers actually wrote an article that said: best
19 advice for the new Chief... - slow down.

20 **Me PAUL CRÉPEAU :**

21 You may... Maybe a little bit slow down for...

22 **M. CLIVE LEE WEIGHILL :**

23 Sure. Best advice for the new Chief is to rent.
24 So, that was kind of the situation that I walked
25 into.

1 **Me PAUL CRÉPEAU :**

2 Okay.

3 **M. CLIVE LEE WEIGHILL :**

4 So, a little bit about the history and I think we
5 can certainly dig into this a little deeper as we
6 go, but in the year two thousand (2000), an
7 individual by the name of Darrel Night was dropped
8 off outside of the city of Saskatoon on a cold
9 winter night by two (2) police officers.

10 **Me PAUL CRÉPEAU :**

11 Is there a word to translate this occurrence? Is
12 there a way to describe it? The words "Starlight
13 Tours", does it...?

14 **M. CLIVE LEE WEIGHILL :**

15 Yes, the word, the Star... the term "Starlight
16 Tour" came out of the inquiry and as people were
17 starting to investigate this, that had got to be
18 the nickname of what was occurring, so...

19 **Me PAUL CRÉPEAU :**

20 The Starlight Tour.

21 **M. CLIVE LEE WEIGHILL :**

22 With the Starlight Tour, yes. Mr. Night walked
23 back into the city and he lodged a complaint with
24 the Saskatoon Police Service. Those two (2)
25 officers were later found guilty in Court, of

1 unlawful confinement, and sent to jail.

2 But that started a whole string of events. It
3 happened around the same time three (3) Aboriginal
4 men were found frozen in and around the Saskatoon
5 area, so that certainly led to a lot of controversy
6 regarding police, what was happening with
7 Indigenous people, and links were drawn naturally
8 that these men that were frozen probably had
9 something to do with the Saskatoon Police Service,
10 and of course with Mr. Darrel Night making his
11 complaint, there was a lot of controversy and a lot
12 of mistrust brewing with the Indigenous population.

13 At that time, the Chief of Police, Mr. Dave
14 Scott, asked the RCMP to come in and do and
15 investigation, he wanted to have an objective look
16 at what was happening in Saskatoon.

17 About that same time, the... what was called
18 at that time the Federation of Saskatchewan Indian
19 Nations - they're now called the Federation of
20 Sovereign Indigenous Nations - put up a one eight
21 hundred (1-800) line for people to phone in if they
22 had any complaints about any police in
23 Saskatchewan.

24 Stemming from that one eight hundred (1-800)
25 line and the talk that was going around, the name

1 of Mr. Neil Stonechild came up, and there was
2 allegations that Mr. Stonechild, who froze to death
3 back in nineteen ninety (1990), may have been at
4 the hands of the Saskatoon Police. So this
5 investigation certainly started to grow.

6 At that time, the Board of Police
7 Commissioners dismissed Chief Scott and had an
8 interim Chief for about six (6) or seven (7)
9 months, and they brought in Mr. Russ Sabo, an
10 inspector from the Calgary Police Service.

11 So, as this controversy was going on, the
12 Saskatchewan Government was concerned with our
13 relationships with Indigenous people and the whole
14 justice system, not just police. So, they
15 initiated a Commission on First Nations and Metis
16 People and Justice Reform. And Mr. Wilton
17 Littlechild, Chief from Alberta, was named Chair
18 of this Commission.

19 They held meetings right across Saskatchewan,
20 having testimony from people that... they had
21 testimony from police services, testimony from
22 justice, testimony from Indigenous people, all
23 concerning any issues that they may have with the
24 whole justice system.

25 Now, as the Commission on First Nations and

1 Metis is working its way through, the controversy
2 escalates; there's marches on the Police Service by
3 Indigenous people, relationships are certainly
4 breaking down, and a lot of pressure on the
5 province to call an inquiry into the death of
6 Mr. Stonechild. At that point, I repeat, that
7 dated back to nineteen ninety (1990).

8 So the province of Saskatchewan then initiated
9 an inquiry into his death. As the inquiry was
10 going on, one of the Deputy Chiefs ended up being
11 suspended; he gave some contrary testimony during
12 the inquiry and he was suspended by the Chief, and
13 he later resigned from the Police Service.

14 In two thousand and six (2006), the Chief's
15 contract... the Chief that they brought in from
16 Calgary, his contract was not renewed, and I guess
17 you had to have lived in Saskatoon at the time,
18 because there was so much controversy; civic
19 elections were won and were lost on which your
20 position was on the Police Service; the whole
21 community was fractured, mistrust by the Aboriginal
22 people for the police, negative media stories, low
23 public confidence in the police, certainly a low
24 morale in the Police Service as they're going
25 through this, and even got so far that the Police

1 Service was placed on Amnesty International's list
2 for human rights abuses; that's pretty much unheard
3 of, for a Canadian Police Service, to be placed on
4 such a list, so, that's how far down this whole
5 controversy was getting.

6 In fact, the Saskatchewan justice was nearly
7 thinking about disbanding the Saskatoon Police
8 Service and bringing in the RCMP, because there was
9 so much controversy as this went through.

10 Suffice to say, at the conclusion of the
11 Stonechild Inquiry, the conclusion was that a
12 finding of fact by Mr. Wright, who is the judge
13 responsible for the inquiry, his finding of fact
14 was that Mr. Stonechild, the last time he was seen
15 alive, was in the backseat of a Saskatoon police
16 car, and the two (2) officers that were involved
17 with that ended up being fired by the Police Chief.

18 Now, the finding of fact did not say that the
19 police officers were responsible for
20 Mr. Stonechild's death, there was no way to show
21 what happened to Mr. Stonechild after he was seen
22 in the backseat of a patrol car, so. How he got to
23 where he was to be frozen was never discovered, but
24 the Chief at the time fired the two (2) officers,
25 because they had not made sufficient notes and had

1 not... have a good recollection of what had
2 occurred and he thought it was in the best interest
3 of the community to fire the officers.

4 This did not go well with the Police
5 Association. They felt that the officers did not
6 have a fair hearing.

7 In Saskatchewan, there's two ways... two (2)
8 or three (3) ways a police officer can be fired:
9 one is with cause, and is called a "Section 60 of
10 the Saskatchewan Police Act", that says a police
11 officer is unsuitable. A person is unsuitable to
12 be a police officer.

13 If your... it's a criminal offense, you can be
14 naturally fired for that.

15 The Chief of the day fired both officers,
16 saying that they're unsuitable to be police
17 officers in the city of Saskatoon.

18 Now, when a Chief does this, there's no
19 hearing, so, it's a reverse onus. If a police
20 officer is fired under a Section 60 of the
21 Saskatchewan Police Act, they have to actually
22 appeal that firing, rather than having their day in
23 Court, and then be... suspended or fired. And I
24 think this was what... the biggest rub was with the
25 Police Association of the day is they thought those

1 two (2) officers did not have a fair hearing,
2 whether or not they had any to do with
3 Mr. Stonechild in the end, and didn't have a chance
4 to offer any defence before they were fired.
5 What... like I said, there was a reverse onus, so,
6 it's almost a backwards thing that happened there.

7 And it went through many appeals, throughout
8 the Saskatchewan Police Commission it was appealed
9 to them, it was appealed to the Court of Queen's
10 bench, up to the highest courts in Saskatchewan for
11 them to have their dismissal overturned, but at
12 every case... every Court level it went to, the
13 dismissal was upheld.

14 **Me PAUL CRÉPEAU :**

15 Okay. We'll just try to slow down a little bit for
16 our translator, please?

17 **M. CLIVE LEE WEIGHILL :**

18 Okay. At the conclusion of the Stonechild Inquiry,
19 the Board of Police Commissioners to
20 Saskatoon... Police Board of Police Commissioners
21 that I answer to - or did answer to - and
22 Saskatchewan Justice and the Saskatoon Tribal
23 Council formed a community on strategic renewal.
24 And the idea of that was to make sure that the
25 recommendations from the Stonechild Inquiry were

1 going to be taken care of, and to make sure that
2 the recommendations that came out of the First
3 Nations and Metis and Justice Reform Commission
4 were taken care of as well too.

5 **Me PAUL CRÉPEAU :**

6 Mr. Weighill, maybe just, before going further, can
7 you explain the role of the Board of Police
8 Commissioners, which is something that we don't
9 have here in...

10 **M. CLIVE LEE WEIGHILL :**

11 Okay.

12 **Me PAUL CRÉPEAU :**

13 And so maybe just explain who they are, what is
14 their role.

15 **M. CLIVE LEE WEIGHILL :**

16 Okay. In the province of Saskatchewan, the
17 Municipal Police Services - we're not talking about
18 RCMP, RCMP falls into the RCMP Act and they answer
19 to the Commissioner, but - in the province of
20 Saskatchewan, every municipal department that has
21 their own police service has what's called a civil
22 board of police commissioners. Usually, it's the
23 mayor, two (2) counsellors and two (2) people from
24 the community. And they have responsibility for
25 the Police Service. Their responsibility is for

1 the budget, to make sure that the Police Service
2 has adequate facilities, to be responsible for
3 the... a high-level policies of the Police Service.

4 **Me PAUL CRÉPEAU :**

5 There is not operation.

6 **M. CLIVE LEE WEIGHILL :**

7 No, not operations. They're responsible to hire
8 the Police Chief, and then the Police Chief is then
9 responsible for the operations of the Police
10 Service. And there's a very clear demarcation line
11 in Saskatchewan that the Police Chief has complete
12 control over operations and the Board has no say in
13 that whatsoever. If they're not happy with the way
14 the Service is now being operated, then they can
15 dismiss the Chief, but they have no say in the
16 operations of the Police Service itself, or the
17 day-to-day operations.

18 **Me PAUL CRÉPEAU :**

19 Okay.

20 **M. CLIVE LEE WEIGHILL :**

21 So, an Action Plan from that our Service, we worked
22 on the Stonechild Inquiry and we made sure that all
23 the recommendations were implemented.

24 We worked on the recommendations from the
25 Commission on First Nations and Metis People, and

1 made sure that the applicable recommendations
2 - because there's recommendations to all kinds of
3 agencies within the province, not just police;
4 there was recommendations for prosecutions, there's
5 recommendations for corrections, there's all kinds
6 of recommendations that came out of that.

7 **Me PAUL CRÉPEAU :**

8 In a few minutes we'll go back... after the
9 PowerPoint we'll project the inquiry report with
10 the recommendation, an overview of the facts, but
11 we'll do it... just because it takes a few minutes
12 to change, we'll finish up the PowerPoint first,
13 then we'll project the recommendation from the
14 Inquiry Commission, okay?

15 **M. CLIVE LEE WEIGHILL :**

16 Okay. Thank you. So just to give you a sampling
17 before we actually get in to the recommendations
18 themselves. In a larger... the Stonechild Inquiry
19 recommended that there be a change in the manner
20 complaints of how... of misconduct about the police
21 are investigated in the province. They wanted a
22 change for that. They thought there should be...
23 municipal police services should designate an
24 Aboriginal police officer at the rank of sergeant
25 in each service to act as a liaison person to First

1 Nations. They wanted the police to provide the
2 Minister of Justice a report yearly, on complaints
3 about police officers, and in-depth training on
4 race relations. So in a nutshell, that the was the
5 Stonechild Inquiry.

6 The recommendations on the Commission on First
7 Nations and Metis, they took it even further, they
8 wanted training for the Police Board - so that
9 would be the board that I would answer to and in
10 relation to race relations. Training for the
11 police, once again for Indigenous culture.
12 Creating an investigative unit within the
13 Federation of Sovereign Indian Nations to provide
14 intake complaints of police misconduct. Increase
15 use of video recording equipment. Creation of
16 emergency detoxification units in certain centres
17 and in Saskatchewan. And hiring more Indigenous
18 police officers. But we'll spend more time on that
19 in a minute.

20 **Me PAUL CRÉPEAU :**

21 Okay.

22 **M. CLIVE LEE WEIGHILL :**

23 And then, the recommendations that came from the
24 Committee on Strategic Renewal... it was all the
25 recommendations pretty well that came out of the

1 Stonechild Inquiry, that came out of the Commission
2 on First Nations and Metis, all kind of wrapped up,
3 and a reporting structure to make sure that we
4 would report to the Minister of Justice to see that
5 this was all done.

6 So, just a few of the things that we did to
7 start with. The first thing technological systems
8 to ensure accountability. So, all the police
9 vehicles in our fleet, all the patrol vehicles and
10 all the traffic vehicles, all had Global
11 Positioning Units in them. And it's all archived,
12 so I could tell you where car 2-34 was two (2) years
13 ago, I can tell you where the car was, I can tell
14 you how fast the officer was driving, I can tell
15 you where the car stopped. It's a complete track
16 of where that vehicle was for that whole shift.

17 **Me PAUL CRÉPEAU :**

18 This is to answer one of the problems raised in
19 the... in the Stonechild death: where was the car
20 or... where was the car at the exact moment where
21 Mr. Stonechild died?

22 **M. CLIVE LEE WEIGHILL :**

23 That's right.

24 **Me PAUL CRÉPEAU :**

25 Okay.

1 **M. CLIVE LEE WEIGHILL :**

2 And that certainly would have answered a lot of
3 questions, had they had GPS in nineteen ninety
4 (1990), it would have been pretty cut and dry.

5 Also within the last few years now, we also
6 have in-car videos in our vehicles. So, we have
7 forward facing cameras in our cars. So when we
8 pull somebody over... all the transaction is audio
9 and video, so the police officer talking to the
10 person, and they're quite wide angle lenses, it
11 pretty well... if they go out of the car and
12 they're talking anywhere in the vicinity of the
13 car, all the conversation is captured audio, and it
14 will have almost all the video if they're within
15 the periphery of the camera.

16 Also if we arrest somebody, as soon as the
17 back door is opened on the police vehicle, it
18 automatically activates a rear facing camera into
19 the back seat of the patrol car, and the officers
20 cannot defeat this, it comes on automatically.

21 **Me PAUL CRÉPEAU :**

22 Those two (2) measures, the front looking camera
23 and the back looking camera, they are not under the
24 control of these... of the police officers.

25 **M. CLIVE LEE WEIGHILL :**

1 Yes.

2 **Me PAUL CRÉPEAU :**

3 Okay

4 **M. CLIVE LEE WEIGHILL :**

5 It comes on automatically.

6 **Me PAUL CRÉPEAU :**

7 Good.

8 **M. CLIVE LEE WEIGHILL :**

9 So, as soon as somebody is placed... as soon as the
10 back door is opened and somebody is placed in a
11 police car, it's all audio, video, all of that is
12 archived. All the way into wherever they take the
13 position, if they take him to... the person to our
14 detention area or take him to a detox center,
15 wherever they're taking him, everything is
16 completely audio and video.

17 When they get to the police headquarters, if
18 we are arresting somebody and taking him into our
19 detention area, as soon as they drive into the
20 sally port area, where the prisoners are unloaded,
21 that hall has audio and video of all the events
22 that may occur there. As they're taken into the
23 booking station and the detention area, all audio,
24 video, as they're being booked in, all audio,
25 video. And as they're taken to their cell, all on

1 audio and all on video. That's all archived,
2 that's all kept. Should anybody make a complaint
3 against one of our officers, we've got the video,
4 we have the audio, we can go and check on it right
5 away. And that's all archived and kept.

6 So those were the technological issues that
7 we've put into place.

8 Now, the province of Saskatchewan worked very
9 hard because there was a lot of controversy on how
10 issues of police misconduct were investigated in
11 the province. So if I can give you a kind of... a
12 thumb nails sketch on how it used to happen.

13 Let's say, if you had a complaint against a
14 Saskatoon police officer, before this, you would
15 come into the Saskatoon Police Service, you would
16 issue what your complaint is and somebody would
17 take your complaint. It would get forwarded up to
18 the Chief's desk, the Chief would decide if it's a
19 complaint or not, the Chief would decide who was
20 going to investigate it; usually we have our
21 professional standards or Internal Affairs would
22 investigate it. They would get back to the Chief
23 with the findings and he would decide whether the
24 complaint was valid or the complaint was not valid.
25 And then you get back to the person and let them

1 know.

2 Of course, you can see, with a system like
3 that, it doesn't lead to a lot of openness, a lot
4 of trust by people who are complaining against the
5 police, because it's all internal and it's all done
6 by the police. So that was why, during the
7 inquiry, it was suggested that a new methodology be
8 accepted.

9 So Saskatchewan Justice worked with the
10 Federation of Sovereign Indigenous Nations, the
11 Saskatchewan Association of Chiefs of Police, the
12 Saskatchewan Federation of Police Officers, the
13 Saskatchewan Police Commission and the Minister of
14 Justice all sat down over about an eighteen (18)
15 month period and came up with a new system to
16 investigate accusations of police misconduct. And
17 I must... There's a difference here too. This is
18 for a municipal police in the province of
19 Saskatchewan. The RCMP are still different and
20 they still have their own code of conduct, they
21 have their own investigation arm, they do not fall
22 under this system.

23 So with a new system, how it would happen now,
24 the Federation of Sovereign Indigenous Nations were
25 providing funding to have a Special Investigative

1 Unit opened up, and they could act as an intake, so
2 that if people felt uncomfortable coming to the
3 police, they could go to the Federation of
4 Sovereign Indigenous Nations and give the complaint
5 there, and then have it investigated.

6 If you didn't want to go to the FSIN, if
7 you're not Indigenous, you could go online, you can
8 put in a report in online, sending it in to the
9 Provincial Complaints Commission that was formed,
10 you can go in person to the Provincial Complaints
11 Commission and give your complaint, or you can go
12 into your local police service and lodge a
13 complaint. So, it certainly opened up the
14 parameters of... if anybody had a complaint against
15 police, you could go to the FISN, you could do it
16 on the Internet, you could go in person, made it a
17 lot easier for people to make a complaint if they
18 had one.

19 Once a complaint comes in now, it's put on
20 what's called a "Form F"; that's a form that's been
21 devised in our province. It's a special form, so
22 if somebody comes in, a statement is taken, we find
23 out what their allegation is, and then that is sent
24 down to Regina to the Head Office for the
25 Provincial Complaints Commission.

1 And now, the Provincial Complaints Commission,
2 who are a civilian body, as they have civilian
3 oversights for complaints against the police, they
4 receive the complaint, they decide if it's a
5 complaint or not and if it's going to be
6 investigated; not the Police Service.

7 They also decide who's going to investigate
8 it. So if it's a very minor... maybe it's a
9 rudeness complaint or something along that line,
10 they may send it back to the local police agency
11 for their internal affairs to do it. If it's a
12 very, very serious event, they may bring it outside
13 police service to investigate it. And they also
14 have their own investigators too, so those kind of
15 a middle-of-the-road ones, they have their own
16 investigators that will take care of that.

17 Once the investigation is done, no matter who
18 does the investigation, whether it's the local
19 police or the outside police agency or the
20 Provincial Complaints Commission themselves, it
21 goes back to the civilian oversight body, they
22 review the complaint, they decide if the complaint
23 is founded or not. Not the police.

24 **Me PAUL CRÉPEAU :**

25 Merci Mr. Weighill. I just wanted to know, you

1 said a little bit... that the complaint could be
2 placed with FSIN,...

3 **M. CLIVE LEE WEIGHILL :**

4 Yes.

5 **Me PAUL CRÉPEAU :**

6 ... but the FSIN wouldn't investigate the complaint
7 that they were made at their office, they would
8 just transfer them at the Provincial Board?

9 **M. CLIVE LEE WEIGHILL :**

10 That's correct.

11 **Me PAUL CRÉPEAU :**

12 Okay.

13 **M. CLIVE LEE WEIGHILL :**

14 That's correct. They're... The Special
15 Investigative Unit was set up as an intake, only.
16 But as we worked our... it was a good question
17 because, as we worked our way through different
18 issues of complaints, even [if] we had an incident
19 where we had a police involved a shooting of an
20 Indigenous man who died, we opened up the doors,
21 even though it was not legislated to do that, but
22 we would bring in the Special Investigative Unit,
23 from the FISN, and let them see the investigation
24 as we were doing it.

25 And the reason that we did that was to try to

1 build trust with the Federation of Sovereign
2 Indigenous Nations, so that they could see that we
3 were already open with our investigations, and that
4 really bought us a lot of trust, because
5 legislatively we didn't have to do that, and we had
6 push back from some of our members and some people
7 with our investigative sections, "that's not why
8 you're opening this up Chief, they're not allowed
9 to see this, they could be talking about it, they
10 could jeopardize our case." And my response was,
11 "well, we're going to open the doors, if we get...
12 if we have a problem and they don't live up to
13 their responsibilities, then we'll close the door.
14 But if they do come along with us and it all works
15 out well, it's going to build us a lot of trust."

16 And it has worked out very well.

17 And we brought them in on several
18 investigations. They were able to see the
19 evidence, we showed them the photographs, we showed
20 them the video, as we're working our way through
21 the investigation. And they can get back to their
22 Chiefs at the FISN and explain to them, "yes, the
23 Police Service are doing this, they are taking care
24 of this, they are taking care of this", and that
25 really has taken away a lot of the controversy

1 about how we're investigating allegations and some
2 things that we've been doing with our Indigenous
3 population.

4 Now, back to where I was. Once a complaint,
5 if it's founded by the Provincial Complaints
6 Commission, then it will go back to the local
7 police Chief who then is responsible for the
8 discipline. And in Saskatchewan, the Chief has a
9 wide variance of tools, anything just from a
10 warning advise to future conduct, right up to
11 dismissal. And when that is done, we have to send
12 a report back to the Provincial Complaints area on
13 what was done with the investigation, what was done
14 for discipline.

15 If it is unfounded, then we get a letter back
16 from the Provincial Complaints Commission, and the
17 Provincial Complaints Commission gets back in touch
18 with the complainant, and they advise the
19 complainant why they found that the complaint was
20 not founded.

21 So we have a lot better system than we've had
22 in the past in Saskatchewan. All complaints, if
23 it's a form of complaint comes in, all the
24 complaints go to the Provincial Complaints
25 Commission, right from an officer being rude, right

1 up to... use of force, any of those allegations at
2 all, they all go to the Provincial Complaints
3 Commission, if somebody wants to lodge an official
4 complaint.

5 **Me PAUL CRÉPEAU :**

6 Okay.

7 **M. CLIVE LEE WEIGHILL :**

8 Okay?

9 **Me PAUL CRÉPEAU :**

10 (Inaudible).

11 **M. CLIVE LEE WEIGHILL :**

12 Okay. Now, working within our police organization,
13 we expanded our Cultural Unit from two (2) members
14 to seven (7) members. We've created two (2)
15 Indigenous victim services workers. We got funding
16 from the province of Saskatchewan from Victim
17 Services. So these two (2) Indigenous victims
18 services workers, who work entirely with the
19 Indigenous population, if they been a victim of
20 crime they can come to our service or our workers
21 will out reach to them, make sure that they're
22 getting taken care of, that they have all the
23 services that they need, that the police or social
24 services or crimes compensation can help them with.

25 **Me PAUL CRÉPEAU :**

1 Maybe if you could, just to give us an idea, what's
2 the population of Saskatoon, in two thousand six
3 (2006) or today, and numbers of police officers
4 then.

5 **M. CLIVE LEE WEIGHILL :**

6 Sure. When I first went to Saskatoon in two
7 thousand six (2006), the population was about two
8 hundred and twenty thousand (220,000) people and we
9 had a staff of sworn and civilian of about five
10 hundred (500). Now, we had a bit of a boom, for
11 the last decade, we're up to about two hundred and
12 seventy-five thousand (275,000) people now and we
13 have a staff of police officers and civilian staff
14 close to seven hundred (700) people right now.

15 **Me PAUL CRÉPEAU :**

16 Okay.

17 **M. CLIVE LEE WEIGHILL :**

18 The province of Saskatchewan has been very, very
19 helpful with our service and other police services
20 across the province, so they also... some of the
21 other centres have victim services workers just
22 like we do, that are Indigenous. And then the
23 province of Saskatchewan also created some funding
24 for the major centres, to create a missing person
25 liaison, mainly to do with the issues of murdered,

1 missing Indigenous women and girls, and the idea of
2 that was to create a friendly hand and make sure
3 that the Indigenous population are working with
4 someone that's Indigenous working on these files,
5 and a conduit into the Police Service and a conduit
6 back into the family again. And I'll be talking
7 quite a bit more on missing and murdered Indigenous
8 women as I get through my testimony today.

9 We have a gang strategy with the Federation of
10 Saskatchewan... or Federation of Sovereign
11 Indigenous Nations partnered with the Saskatoon
12 Tribal Council, Sask Justice, Social Services,
13 Corrections and Public Safety.

14 Now, policy changes in relation to missing
15 persons.

16 We've done a lot of work in our city and I
17 know policing right across Canada has done a lot of
18 work on missing persons, specifically Indigenous
19 missing persons.

20 We have a situation in Saskatoon and it would
21 be very similar to Regina, Winnipeg, Edmonton, we
22 have a huge marginalized Indigenous population,
23 where unfortunately, several young girls are put
24 into care homes. So they're not in custody per se,
25 but they're under the custodial stewardship of a

1 group home; they may have had trouble living in
2 their own circumstances, maybe are coming from the
3 First Nation, they need some help, may have been in
4 trouble with the law, but the issue is, a lot of
5 the times, they don't like staying at the group
6 home.

7 So, if you can believe this, a city of the
8 size of Saskatoon, two hundred and seventy-five
9 thousand (275,000) people, we took in twenty-six
10 hundred (2,600) missing person reports last year.
11 Two thousand six hundred...

12 **Me PAUL CRÉPEAU :**

13 Last year?

14 **M. CLIVE LEE WEIGHILL :**

15 Yes. Alone. Two thousand and six hundred (2,600)
16 missing person reports. Now, that doesn't mean
17 that twenty-six hundred (2,600) people went
18 missing, because a lot of those reports, it could
19 be a girl who has run away forty (40) times, fifty
20 (50) times from a group home. But every time they
21 run, the group home will phone us, we take a
22 report, we put the person onto the CIVIC, the
23 police databank, for a missing person, we notify
24 the media that she's missing, and then we start an
25 investigation and...

1 The days of waiting twenty-four (24) hours to
2 put a missing person report in are long gone. We
3 have it in our policy. If somebody is going to
4 report... if somebody comes in to report somebody
5 missing, regardless of what we think, that report
6 is taken immediately and we start the system up.
7 Now I know that sometimes it puts a big burden on
8 our officers, but we want to make sure that we do
9 capture somebody is missing, that we start the
10 investigation right away. We don't wait twenty-
11 four (24) hours or forty-eight (48) hours or a
12 week, and then you end on... you're on a cold trail
13 and you can't find them.

14 So, this... the policy switch that we've done
15 has been a big burden, I would say, on our patrol
16 officers, because probably every day, we're looking
17 for five (5) or six (6) or seven (7) different
18 missing youths in our city. If it's not a real
19 suspicious occurrence, if, you know, the person has
20 run away, we take them back to their group home and
21 the next day they run away again, I mean, they're
22 missing, but, they're missing but it's just that
23 they don't want to be found, it's not like you're a
24 missing person, so. That would go to patrol
25 division, we would start to investigate on those

1 right away. But if it's any more of a suspicious
2 circumstance, a family member may come in and say,
3 you know, "my son or my daughter is missing, it's
4 very unusual for them to go missing", or, "they've
5 been gone for a week, their Social Service check is
6 in the mailbox, they haven't cashed it, very, very
7 suspicious." As soon as we get that report, that
8 gets channelled off to one of our investigative
9 teams - we have a missing person bureau - or we go
10 to our major crimes unit to get on top of that one
11 right away. So we spend a lot of time and a lot of
12 resources on missing persons.

13 We've even gone so far - and I don't know if
14 any other services do this or not - we have a sheet
15 that the family can sign, that will allow us to
16 share the information of our investigation with
17 their local Chief of their First Nations.

18 So if they're Indigenous, they've come in to
19 the city, somebody is gone missing, we start to do
20 the investigation, we ask them to sign the waiver,
21 that we can share the information of the
22 investigation with their local Chief. Because what
23 we've seen happen in the past is that, people that
24 have somebody missing, they go back to their First
25 Nation, they wait maybe a week or two (2), and if

1 they're not hearing enough, they're not thinking
2 the police is doing anything, they go to their
3 local Police Chief... uh, local Band Chief and say,
4 "you know, the police service aren't doing
5 anything, they're not taking care of our
6 investigation", because they're concerned. Then
7 that local Band Chief would escalate that up to the
8 Federation of Sovereign Indigenous Nations, to
9 their Justice Committee, and it would escalated and
10 we end up with a whole bunch of people that are
11 very concerned.

12 We have found that, if we can have the family
13 sign this waiver, if anybody comes to the local
14 Band Chief, he can contact us or she can contact
15 us, we can share with them exactly what's being
16 going with the investigation, and usually that just
17 kind of settles everything down; they have the
18 story of really what's going on, how much work we
19 have being doing and that kind of stops all this
20 escalation and all the hard feelings sometimes,
21 that come out when people are certainly worried
22 about their loved one...

23 **Me PAUL CRÉPEAU :**

24 Yes.

25 **M. CLIVE LEE WEIGHILL :**

1 ... and I understand that. But that helped us out
2 immensely on how we handle that.

3 So, we changed our policy a lot and I would
4 say most police services across Canada have. It's
5 a big issue for us, it's labor intensive, but it's
6 something that we have to do, because we find now,
7 as police agencies, it doesn't matter if somebody
8 is in care of Social Services or in care of a group
9 home or whatever happens to them, as soon as they
10 go missing, they report to the police and it's
11 almost as if everybody wipes their hands of it now.
12 It's kind of like, tag, you're it, please, we're
13 handling this problem over to you. If you don't
14 put the resources into this and if you don't find
15 this individual, it's your fault.

16 And our officers are really starting to feel
17 that. I mean, I've had detectives in my office in
18 tears, saying to me, "Chief, I feel like there's a
19 dagger over my head every time I get one of these
20 investigations, because if we miss one little thing
21 or we do something that people aren't happy with,
22 we, right away, are accused of not taking enough
23 action on this." So this has put a tremendous
24 amount of pressure on our police services right
25 across the Prairies Provinces.

1 **Me PAUL CRÉPEAU :**

2 Okay.

3 **M. CLIVE LEE WEIGHILL :**

4 Creation (inaudible) from the... all the inquiries,
5 we created a Saskatoon Police Advisory Committee on
6 Diversity. This was chaired by our local
7 representative of Amnesty International, Helen
8 Smith-McIntyre, originally when it was brought
9 about, and she was asked to chair this because, as
10 I mentioned earlier, our name had been put on a
11 human rights watch with Amnesty International, so
12 we thought we will put their local representative
13 as the chair of this committee, so they can see
14 what we're doing.

15 And the Advisory Committee was very far
16 reaching the people, new Canadians, Indigenous
17 people, LGBTQ community, youth. As an Advisory
18 Committee on us and how to maybe rewrite our policy
19 to make sure that's it's up to date on the
20 language, different initiatives that we may want to
21 do, certainly transgender issues with the LGBTQ
22 community, to make sure that we're reaching on the
23 community and getting the intake that we needed.

24 Before I became Chief in Saskatchewan, there
25 was established Chief's Advisory Committee on First

1 Nations and Metis. This was initiated under Chief
2 Dave Scott well back in the late nineteen nineties
3 (1990s). The Committee meets every season; in the
4 Indigenous world, everything is based on number
5 four (4) of the seasons. So the Committee meets
6 every season.

7 We start out with a talking circle, with the
8 elders; there's usually about twelve (12) to
9 fourteen (14) elders that come regularly to our
10 meeting every season. We start out with a talking
11 circle. We talk about any issues that may be
12 happening in the community that they hear of that
13 they're of concern, or any advise that myself or
14 any members from our service might launch from...
15 the elders on how we should be dealing with some of
16 the Indigenous thoughts that we might have.

17 After we do our talking circle - that's
18 usually two (2) or three (3) hours - we have like a
19 little bit of mini-feast, and then myself and
20 several members from my executive team, and some
21 members from the elders, go out to Dakota Whitecap
22 First Nations and we have a Sweat lodge ceremony.
23 And we do that every season.

24 Now when you partner with people, it really
25 starts to bring a lot of strength out, because

1 the... as the elders start to work with us and we
2 have a lot more trust, and they're seeing what
3 we're trying to do, they're partnering with us and
4 they're trying to help us.

5 So the elders came up with an idea of what's
6 called "Lunch and Learns" and we've been doing
7 these for the last few years. They're lunch hours
8 seminars that the elders put on. It may be a
9 session on culture, it may be a session on
10 Indigenous spirituality, maybe on women's issues,
11 we serve bannock and soup during the lunch, and we
12 invite other partners. So the elders put this on,
13 we have police members there, civilians and sworn,
14 and we would invite partners from probation, from
15 parole, from corrections, so they can sit in as
16 they can start to learn some of the things that...
17 and teachings that the elders have. That's been a
18 very, very positive aspect for what we've been
19 doing.

20 **Me PAUL CRÉPEAU :**

21 Would members of the police force, actual police
22 officers, would participate,...

23 **M. CLIVE LEE WEIGHILL :**

24 Yes, Sir.

25 **Me PAUL CRÉPEAU :**

1 ... or just the officers?

2 **M. CLIVE LEE WEIGHILL :**

3 No. Actual members... civilian members and rank-in
4 file members.

5 **Me PAUL CRÉPEAU :**

6 Okay.

7 **M. CLIVE LEE WEIGHILL :**

8 We... usually, the room that we hold will take
9 about sixty (60) people.

10 **Me PAUL CRÉPEAU :**

11 Okay.

12 **M. CLIVE LEE WEIGHILL :**

13 So it would be the maximum for that.

14 When we built our new police headquarters - we
15 just moved into it in twenty-fourteen (2014) - we
16 made sure that we had a cultural room, so that...
17 it's well ventilated, so when we have our meetings
18 like this, we can do a smudge, we can do a pipe
19 ceremony if we want to in there, so it's very, very
20 friendly, it's a very friendly atmosphere for when
21 people come into our service to do that.

22 **Me PAUL CRÉPEAU :**

23 Okay.

24 **M. CLIVE LEE WEIGHILL :**

25 We also had a partnership with the Saskatoon Tribal

1 Council, on a monument missing and murdered
2 Indigenous women and girls. Now we've been working
3 through this issue and I'm sure you know there's an
4 inquiry going on about this right now, it's no news
5 on anybody, when we've been working on this issue
6 and taken it very seriously for several years.

7 About nine (9) or ten (10) years ago, a
8 constable on a cultural unit wanted to have a
9 memorial built in Saskatoon, a place where people
10 could go to start an awareness march or end an
11 awareness march, or people could go to reflect, if
12 they had somebody that was murdered or a victim of
13 violence, in Saskatoon, from the Indigenous
14 population.

15 It was unfortunate at that time that the city
16 of Saskatoon had a moratorium on not erecting any
17 statues within the city. There had been... quite a
18 bit of controversy; it seemed every time they put
19 one up, one group wanted to put it up and they put
20 it up, and then there'd be a controversy, "that
21 shouldn't have been done", and so there's a lot of
22 controversy about building and erecting statues.
23 So they had a moratorium, they weren't going to
24 allow any.

25 **Me PAUL CRÉPEAU :**

1 I will just... This is the one? (showing a
2 picture)

3 **M. CLIVE LEE WEIGHILL :**

4 Yes. I'll come to that way later though. Yes.

5 **Me PAUL CRÉPEAU :**

6 Okay. A little bit later on. Okay. Correct.

7 Okay.

8 **M. CLIVE LEE WEIGHILL :**

9 So, when we built the new police headquarters, I
10 thought, "well gosh, it's... the new police
11 headquarters, I can build a statue in front of
12 headquarters and nobody can stop them." That was
13 my pipe dream. So I soon wound up with a lot of
14 red tape in City Hall, it didn't quite work out
15 that easy. But we worked our way through. And I
16 partnered with the Tribal Chief at the Saskatoon
17 Tribal Council. He liked the idea. We went to
18 City Hall. We're very fortunate that there's an
19 individual that works at City Hall that was
20 responsible for this and he believed in this idea
21 as well too, so he started to cut his way through a
22 lot of the red tape that had to be done. And
23 finally we got approval from City Council that we
24 could erectate a statue.

25 So through the help of the Tribal Chief...

1 through the help of the Tribal Chief, we had
2 several consultations with Indigenous within
3 Saskatoon and people that had somebody that had
4 gone missing or somebody that had been murdered on
5 the street, anything that had to do with violence
6 against Indigenous people, very very hard sessions
7 to go through because the people were reliving what
8 happened to their family as they're discussing what
9 they'd like to see as a monument. We got a lot of
10 ideas out. We had about seven (7) or eight (8)
11 artists putting their renditions on what they
12 thought it should be, and we narrowed it down to
13 three (3), and then we had another consultation
14 with the same group of people again, and we picked
15 the statue - which I'll show at the end of my
16 presentation - in front of our headquarters.

17 So, it took about four (4) years for us to
18 get, from when we started to how this ended, but I
19 think it's been a beacon, I think, in front of our
20 police headquarters, to show, number one, to the
21 Indigenous population, that we do care, that you
22 can come to the police headquarters if you have
23 issues. It's been a great place, in the last
24 couple of years now, we're... we have all our
25 awareness marches, we have two (2) or three (3)

1 awareness marches every year in Saskatoon, about
2 missing and murdered Indigenous women.

3 And you can go by our police headquarters in
4 the evening now and you'll see Indigenous up front,
5 looking at that monument, feeling whatever it is
6 that they have in their mind that day.

7 But I have to think that, no matter what
8 happens, when they leave there, they've got to have
9 a different impression of the Police Service as
10 they leave, whether they had past history with us,
11 it's not the be-all end-all to fix all the issues,
12 but it's just one of those little pieces that helps
13 build the puzzle to fix some of the relationships
14 that we have.

15 **Me PAUL CRÉPEAU :**

16 Now we want to see it.

17 **M. CLIVE LEE WEIGHILL :**

18 Okay. Well you must put it up now, I guess - I've
19 got a head of myself - if we could.

20 **Me PAUL CRÉPEAU :**

21 Photo 24? We'll have it in a second.

22 **M. CLIVE LEE WEIGHILL :**

23 So it's a full-sized figurine of a woman dancing on
24 a cloud. And we went through the artist
25 renderings, there were some that were very

1 artistic, but as you well know with art, some
2 artists, they build things and they have their
3 thoughts, and if you really don't know what it is,
4 you can't interpret what the statue or what the
5 object is. So, when this proponent came forward,
6 as soon as that one come up, everybody in the room
7 said, "that's the one that we want." It's very
8 easy recognizable, woman dancing on a cloud, that
9 may be missing, very easy, everybody can understand
10 that, so.

11 We had the grand opening of that two (2) years
12 ago - or last year I should say. No, it was this
13 year. It was the spring this year. It was
14 supposed to have been done two (2) years ago, but
15 the artist, unfortunately, he had a car accident,
16 broke some ribs and he got... it all got delayed.
17 But it finally went up and we opened it up this
18 spring. We had the Minister of... the federal
19 Minister of Justice there, the Lieutenant Governor
20 of the province of Saskatchewan was there, about
21 three hundred (300) people up in front of our
22 police headquarters. And I think it really does,
23 you know, indicate that, we're trying, as a police
24 service, we understand what the issues are and
25 we're working hard as we can on all those issues

1 against Indigenous women.

2 **Me PAUL CRÉPEAU :**

3 Okay. You want go back to the...

4 **M. CLIVE LEE WEIGHILL :**

5 Yes.

6 **Me PAUL CRÉPEAU :**

7 ... PowerPoint. Merci.

8 **M. CLIVE LEE WEIGHILL :**

9 We're also working with the Saskatoon Tribal
10 Council. We and many other partners within the
11 city of Saskatoon, have been working on a Saskatoon
12 Aboriginal Employment Strategy. We're working with
13 education, we're working with the provincial
14 government, we're working with different Indigenous
15 groups, the Chamber of Commerce. You know, we all
16 firmly believe one of the best ways to help our
17 Indigenous population is through employment,
18 education and employment, and trying to open up as
19 many strategies as we can to get Indigenous people
20 employed.

21 We also started an Action Accord about six (6)
22 years ago. We unfortunately had three (3) in-death
23 custodies - custody-in deaths... in-death
24 custodies, yes. No. In-custody deaths - in-
25 custody deaths in our celled walk. They're all

1 attributable to drugs. People that had ingested
2 drugs before they were arrested, were put into our
3 cells. They're checked on every ten (10) minutes,
4 every half-hour as regulated, but, a lot of time we
5 thought they were sleeping. They just didn't wake
6 up again.

7 So... we want to make sure that this was not
8 going to happen any further.

9 So we formed an Action Accord with the
10 Federation of Sovereign Indigenous Nations, the
11 Saskatoon Tribal Council, the Health Region, the
12 City of Saskatoon and the Saskatoon Board of Police
13 Commissioners, and the Police Service; so it's
14 quite a few partners in this.

15 The idea was, we don't want to lodge people in
16 our cells that are intoxicated. It's a health
17 issue, it's not a crime. People that have mental
18 health or addiction issues, the last place they
19 should be, because of those addiction issues, is in
20 a police cell.

21 So we worked very hard to try to get a
22 detox... a larger wellness center in the City of
23 Saskatoon, so that we would not be housing so many
24 people in our detention area.

25 Because we'd be arresting some people for

1 intoxication, some people... I can think of some
2 individuals were arrested fifty (50), sixty (60)
3 times within a year, for public intoxication.
4 Somebody phones in a complaint, somebody's
5 intoxicated on the street, we go and arrest the
6 person and we would put him in cells, until they
7 sober up.

8 **Me PAUL CRÉPEAU :**

9 Okay. So these are people who didn't commit a
10 crime, but...

11 **M. CLIVE LEE WEIGHILL :**

12 Yes.

13 **Me PAUL CRÉPEAU :**

14 ... in municipal by-laws intoxication...

15 **M. CLIVE LEE WEIGHILL :**

16 The Saskatchewan... under the Saskatchewan
17 Provincial Liquor Act.

18 **Me PAUL CRÉPEAU :**

19 Okay.

20 **M. CLIVE LEE WEIGHILL :**

21 To be intoxicated in a public place.

22 **Me PAUL CRÉPEAU :**

23 Okay. And formerly, you used to put them in jail?

24 **M. CLIVE LEE WEIGHILL :**

25 Yes.

1 **Me PAUL CRÉPEAU :**

2 Okay. Up to... when this happened? When this
3 change happened?

4 **M. CLIVE LEE WEIGHILL :**

5 This happened about four (4) years ago.

6 **Me PAUL CRÉPEAU :**

7 Okay.

8 **M. CLIVE LEE WEIGHILL :**

9 So we formed an Action Accord with this group and
10 we petitioned the provincial government for
11 funding.

12 Now, in the city of Saskatoon we have a
13 centre, it's called the "Lighthouse", where people
14 that have mental health issues can go and have a
15 shelter and a place to stay.

16 So the Lighthouse got funding from the
17 provincial government, from Social Services, and
18 they had... the got about fifty (50) stabilization
19 beds. So they had a... quite a big area of the
20 building that they had that was vacant, and they
21 were given funding for about fifty (50)
22 stabilization beds.

23 So that allowed us now to, rather than have to
24 arrest somebody, if they're not... if they're
25 violent, we can't take them there, we still have to

1 take them to the police headquarters or to our
2 detention area.

3 **Me PAUL CRÉPEAU :**

4 Uh-hum.

5 **M. CLIVE LEE WEIGHILL :**

6 But if they're not violent, we can take them to
7 the... Lighthouse.

8 The Lighthouse expanded their services, so
9 even if one of our beat officers came across an
10 intoxicated person, the Lighthouse had an outreach
11 van. Our beat officers would call in, they'd come
12 with the van, they pick the intoxicated person up,
13 they take him to the Lighthouse, so, we even had
14 less and less to do with intoxicated persons.

15 Then we changed our policy, so that if an
16 officer brings somebody in that's intoxicated,
17 there's a check-list that they have to go through;
18 so, did you check if there's another place that you
19 can take the person? Did you check that the brief
20 detox might have a place for them? Did you check
21 that the Lighthouse has a place for this person?
22 All this check list had to be done before the
23 detention sergeant will allow somebody to come into
24 our detention area, to make sure that we did
25 everything that we, could before we had to bring

1 somebody in for... intoxication.

2 **Me PAUL CRÉPEAU :**

3 By the way, just... and just to be sure, those
4 people that are sent to the Lighthouse, are they
5 still being charged...

6 **M. CLIVE LEE WEIGHILL :**

7 No.

8 **Me PAUL CRÉPEAU :**

9 ... even though...

10 **M. CLIVE LEE WEIGHILL :**

11 No.

12 **Me PAUL CRÉPEAU :**

13 They won't get a ticket...

14 **M. CLIVE LEE WEIGHILL :**

15 No.

16 **Me PAUL CRÉPEAU :**

17 ... of the municipal by-law...? Okay.

18 **M. CLIVE LEE WEIGHILL :**

19 No. No.

20 **Me PAUL CRÉPEAU :**

21 Because it's a health problem.

22 **M. CLIVE LEE WEIGHILL :**

23 It's a health problem. It's not a criminal
24 problem.

25 We also got funding from our local health

1 region. They founded to put paramedics in our
2 detention area. So when somebody comes in for any
3 reason at all, the paramedic would look at that
4 person, maybe have a discussion with him, see what
5 the health condition was like. And if anybody did
6 go into distress in our detention area, then we had
7 a paramedic right on the scene.

8 Now that worked well for about two (2) years.
9 The funding was only for the period from seven
10 thirty at night (19:30) until seven thirty (07:30)
11 in the morning. That's kind of our prime hours.

12 But of course, as all things happened, when
13 you don't have the paramedic there, something goes
14 wrong and that's exactly what happened two (2)
15 years ago.

16 After the paramedics left, at about eight
17 thirty in the morning (08:30), we had a person in
18 cells, once again it was from ingesting drugs, we
19 didn't know about it, and that person passed away.

20 So, we went to the Board of Police
21 Commissioners and I asked them for the additional
22 funding. I said, "I know the Health Region hasn't
23 got the funding for this, but we've got to have
24 paramedics in our detention area twenty-four/seven
25 (24/7). And the Board of Police Commissioners

1 allowed me to go outside the budget, even though we
2 didn't have the funding for it, and we hired
3 paramedics.

4 So now we have, in our detention area,
5 paramedics twenty-four/seven (24/7), seven (7) days
6 a week.

7 **Me PAUL CRÉPEAU :**

8 Okay.

9 **M. CLIVE LEE WEIGHILL :**

10 So, as we work our way through the Action Accord,
11 the idea was... the first step was really to get
12 the paramedics in our detention area. That worked
13 fine. Stabilization beds for people if they...
14 when they first get arrested for intoxicated, but
15 then we want to take that next step now. What's
16 the next step. Because a lot of people, they want
17 help, they get released in the morning when they've
18 come down from a high or they've come down from
19 being drunk, they want help that day. But as we
20 all know, there's not a lot of capacity in our
21 health systems, so you could have somebody that's a
22 drug addict or somebody that's an alcoholic says,
23 "okay, today's the day, I'm going to go for
24 treatment, get me in." You can't get them in.
25 There's no place to put them. They might have to

1 wait a month before they even get in. Of course,
2 if they have to wait a month, they go back on the
3 street, within a matter of hours or days, they're
4 back in the same...

5 So, the hope is, and we keep working with the
6 provinces, that we can get a wellness centre, so
7 that you could have a brief detox or a
8 stabilization bed, and then you'd have that next
9 step, so that if they do want to go into treatment,
10 you can get them into treatment right away.
11 There's no waiting, you can get them for the help
12 that they need...

13 **Me PAUL CRÉPEAU :**

14 But it's not...

15 **M. CLIVE LEE WEIGHILL :**

16 ... (Inaudible - overlapping of voices) them.

17 **Me PAUL CRÉPEAU :**

18 ... mandatory for the person. If he wants to go...

19 **M. CLIVE LEE WEIGHILL :**

20 Yes.

21 **Me PAUL CRÉPEAU :**

22 ... if that person wants to go... Okay.

23 **M. CLIVE LEE WEIGHILL :**

24 We haven't got the funding for that yet; budgetary
25 restraints right now in the province. But that's

1 the next step. That's what we're working towards
2 right now.

3 **Me PAUL CRÉPEAU :**

4 Okay.

5 **M. CLIVE LEE WEIGHILL :**

6 Also working with our Indigenous population, we
7 offer assistance to all the missing Indigenous
8 women.

9 Awareness marches, we make sure we have police
10 officers lining the route and make sure they can
11 get through their march and there's no issues, they
12 don't have to wait for any lights or things along
13 that light. We always make sure we have a good
14 representation at the local Pow Wows, at the round
15 dances that happen. We do a lot of work on
16 antiracism, poverty. Pretty well anything to do
17 with that we would get invited to or kind of
18 sometimes you almost push your way into to work
19 with our Indigenous population, so that they can
20 see that we care and that we're there, we work on
21 them.

22 I think one of the proudest moments I was as
23 the Chief of Police is we're presented with an
24 Eagle Staff, from the Federation of Sovereign
25 Indigenous Nations, around two thousand and eleven

1 (2011) or two thousand twelve (2012) - I can't
2 remember right off the top of my head.

3 Of course, an Eagle Staff is very very sacred
4 to the Indigenous population. To have an Eagle
5 Staff signifies trust and signifies you're a
6 protector. So, from where we were when I started
7 the beginning of our presentation, if I... the
8 Police Service would start about with Indigenous
9 population, to go to the big provincial Pow Wow and
10 have the Grand Chief of the Federation of Sovereign
11 Indigenous Nations present me with an Eagle Staff,
12 of the work that we've done with Indigenous
13 populations on missing persons, on the issues of
14 violence, on partnerships and all the things that
15 we've done, certainly signal to me that we've been
16 making quite a bit of progress.

17 Also we've done in-depth education and
18 training for all the current members of our Police
19 Service.

20 So when a police officer starts right through
21 recruit college, there's a very significant module
22 on diversity and most of that all has to do with
23 Indigenous relationships. So all of the officers
24 learn about colonialism, they learn about the
25 residential schools, the White Paper, 60s Scoop,

1 contemporary Indigenous things that are happening
2 within our society right now; with poverty and the
3 poor housing and the racism and the disadvantage,
4 they learn a lot about that, even before they get
5 out of college.

6 We have ongoing diversity training every year.
7 Our frontline officers, we have a spring training
8 module that lasts a couple of days every year.
9 They may have been a bit baton training, firearms
10 training, some of their mandatory training, but
11 they also... there's always a diversity component.
12 So the diversity component may be LGBTQ, may be
13 some new Canadians, it might be the Somali
14 community, may be the Syrian community or it could
15 be an Indigenous community.

16 Right after the Stonechild Inquiry, every
17 single member went through an intensive course, and
18 it was drafted by Mr. John Lagimodiere, who is the
19 editor of the Eagle Feather News in Saskatoon,
20 Indigenous man, George Lafond from the Saskatoon
21 Tribal Council, and Helen Smith-McIntyre from
22 Amnesty International. They kind of came up with a
23 module and every single member from our service
24 went through that.

25 Also at the Saskatchewan Police College - and

1 once again, this is for municipal police officers -
2 at all the junior constable courses that we have,
3 there's a component on Indigenous relations and
4 history. And on all the senior constable courses,
5 there's a... modules on that as well too, so.

6 This education is ongoing all the time. All
7 the members have had it, but it keeps on going and
8 on going and on going, so we don't lose sight of
9 what history it was, and don't lose sight of what
10 we need to do into the future, so. We spent a lot
11 of time and a lot of energy in making sure that our
12 members... I would say you could walk up to pretty
13 well any member in our organization and they would
14 be able to tell you about colonialism, they would
15 be able to tell you about residential schools and
16 the... they'd be able to tell you all those things.
17 They're very, very well versed in it.

18 **Me PAUL CRÉPEAU :**

19 Maybe just to... it's not in the... directly into
20 the mandate of this Commission, or yours, but do
21 you know if this kind of training or formation is
22 given in the schools for the population of
23 Saskatchewan?

24 **M. CLIVE LEE WEIGHILL :**

25 Yes, there is a...

1 **Me PAUL CRÉPEAU :**

2 If it extends to the civilian population.

3 **M. CLIVE LEE WEIGHILL :**

4 Yes. Like... I can say things have really changed
5 in the province of Saskatchewan. Like, when I went
6 to school, there was virtually nothing on
7 Indigenous history. I learned that Louis Riel was
8 a traitor and he was hung in Regina in eighteen
9 eighty-five (1885). That was pretty all I knew
10 about Indigenous relations. We'd see the odd
11 traditional Pow Wows set-up or something like that,
12 and that would be about it.

13 But now, right from kindergarten to Grade 12
14 in our province, residential schools training, a
15 lot of Indigenous things, elders are in the
16 schools. Very, very high profile. A lot of things
17 have come forward now, have come full cycle. And
18 of course, there's a lot more role models now. You
19 know, when I grew up, there was no First Nation's
20 police officers. There were no First Nation's
21 teachers. There were no First Nation's social
22 workers. And now you see that every day, it's very
23 common, I mean, we have over eighty-five (85)
24 Indigenous police officers. You go into our school
25 system, there's Indigenous teachers, Indigenous

1 social workers. So, things have really moved
2 along. It's taking time, it's taking time, but you
3 know, the generation after generation, things are
4 really starting to change and improve with the
5 social fabric of Indigenous relations.

6 **Me PAUL CRÉPEAU :**

7 Did you say, at this point, when you left, there
8 were eighty-five (85)...

9 **M. CLIVE LEE WEIGHILL :**

10 Yes.

11 **Me PAUL CRÉPEAU :**

12 ... officers...

13 **M. CLIVE LEE WEIGHILL :**

14 Yes.

15 **Me PAUL CRÉPEAU :**

16 ... Indigenous...

17 **M. CLIVE LEE WEIGHILL :**

18 Yes.

19 **Me PAUL CRÉPEAU :**

20 ... officers? Okay.

21 **M. CLIVE LEE WEIGHILL :**

22 Yes.

23 **Me PAUL CRÉPEAU :**

24 Did... what you... what do you figure would be the
25 best figure? How do you want to... how many are

1 you looking for, in your Police Force?

2 **M. CLIVE LEE WEIGHILL :**

3 Our population of Saskatoon is about twelve (12) to
4 fifteen per cent (15 %) Indigenous,...

5 **Me PAUL CRÉPEAU :**

6 Okay.

7 **M. CLIVE LEE WEIGHILL :**

8 ... and we're at about eleven point five per cent
9 (11.5 %)...

10 **Me PAUL CRÉPEAU :**

11 Okay.

12 **M. CLIVE LEE WEIGHILL :**

13 ... of our officers are Indigenous. But, I
14 wouldn't want to stop there because... you have to
15 be careful how to say this, because I don't want
16 anybody to take it the wrong way, but
17 unfortunately, because the Indigenous population is
18 marginalized and there's so many social
19 determinants to crime, we end up dealing with the
20 Indigenous population...

21 **Me PAUL CRÉPEAU :**

22 More often...

23 **M. CLIVE LEE WEIGHILL :**

24 ... far more than eleven per cent (11 %).

25 **Me PAUL CRÉPEAU :**

1 Yes.

2 **M. CLIVE LEE WEIGHILL :**

3 So I would certainly want our... we're looking at
4 twenty (20), twenty-five per cent (25 %) at the
5 very minimum. This is what our goal is.

6 And we have a plan filed with the Saskatchewan
7 Human Rights Commission, with goal sets on our
8 diversity for new Canadians, for disabled people
9 and Indigenous population and women. And we...
10 every year, we have certain goals that we try to
11 achieve and we have that filed with the
12 Saskatchewan Human Rights Commission.

13 **Me PAUL CRÉPEAU :**

14 Okay.

15 **M. CLIVE LEE WEIGHILL :**

16 We have regular meetings, the Chiefs of Police,
17 with the Justice Vice Chief from the Federation of
18 Sovereign Indigenous Nations.

19 You know, it's good to have meetings when
20 there's nothing going wrong. It's good to have
21 meetings regularly so that you can start to build
22 trust and that you can start to talk about issues.
23 So you're not just meeting when there's a crisis.
24 We sponsor a lunch... a breakfast every year on the
25 date of the Elimination of Racial Discrimination

1 Day. Our Police Service hopes to launch a
2 breakfast, about three hundred (300) people come;
3 new Canadians, Indigenous people, LGBTQ. And every
4 year we have one of our officers discuss what it's
5 like being a police officer from one of our
6 different ethnic groups or... We had a lesbian
7 this year, gave her story and how she was hired and
8 how she felt it was like being a police officer in
9 Saskatoon and how she felt well being treated.

10 We've had our Indigenous officers talk about
11 being a police officer. We've had people coming
12 from Africa that talked about being a police
13 officer coming from Africa.

14 So the idea that is, we're trying to eliminate
15 racial discrimination, we want to bring different
16 groups in, and we want them to see that our police
17 service is diverse, and how our officers feel about
18 our service, and how it is.

19 Also we follow... we took this idea from a
20 police service actually in Ontario. We host what's
21 called a "Race against racism"; we've had this five
22 (5) years in a row now; and we get about anywhere
23 between forty-six hundred (4,600) people out for
24 this. It's a walk, run. People bring food and
25 stuff from the food bank. And also we have some

1 entertaining there and of course, the rallying cry
2 about this is: we want to stamp out racism in the
3 City of Saskatoon and discuss racism; because if
4 you don't talk about it, you can't solve it.

5 And then we have an inner city cadet program,
6 and this is done within an inner city school and
7 it's kids between the ages of eight (8) and twelve
8 (12). We give them little t-shirts and uniforms.
9 They learn a little bit about marching and drill, a
10 little bit about citizenship, and we have elders
11 that work with this, teach them some of their
12 culture and spirituality.

13 And, you know, I have to say, how things like
14 this, you wonder how does that really open a door.
15 But I went to the graduation again this year and
16 so, you got twenty (20) little kids there that are
17 going to graduate the Police Academy in June. And
18 most of the kids are Indigenous. And so, we're
19 going to have this little graduation and we have
20 pizza and cake and all that stuff there, and we
21 invite the parents.

22 So the parents come and you can tell, when you
23 walk into the room, a lot of the parents may have
24 had dealings with the police that weren't very
25 happy with in the past, there's a little bit of

1 distrust for the police, and you know, they're kind
2 of sitting there and they're kind of looking at us
3 and you know, we're walking around the room and,
4 you know, shaking our hands and trying to get to
5 know them a little bit better. And then their kids
6 come in. And the kids come in...

7 Before they start, you know they're all set...
8 they're all rambunctious and... they're all
9 excited, but when they come into the room and they
10 march into the room, and they just do a very, very,
11 very basic little drill, and you can see the
12 parents start to sit up and say, "gosh, I've never
13 seen my kid do that before."

14 And you can see the kids looking at their
15 parents, because they're like any other kids and as
16 soon as they come into the room they're looking for
17 their auntie or they're looking for the uncle or
18 they're looking for their parents to see where
19 they're sitting, and they're doing this drill, and
20 they can see their parents and their aunties and
21 stuff are all sitting up, and all of a sudden, the
22 barrier start to kind of come down. The parents
23 may not... thought much of us before, and probably
24 still a hundred per cent (100 %) in favour of us,
25 but "wow, look at how my kid is, compared to how my

1 kid was six (6) months ago.”
2 So they can see that we’re actually trying to help.
3 We’re trying to help building as young people,
4 young citizens to have a healthy lifestyle and it
5 starts to break down the barrier. So once again,
6 it’s not the be-all, end-all. All these little
7 programs, it’s putting all these little programs
8 together that starts to make a difference and
9 builds the trust within the Service.

10 So, I don't think, when you do anything, you
11 can't enter into it if you're not going to measure
12 it. You have to be able to measure some things to
13 see if you're making any difference or not, and
14 we've been very lucky that we've been able to bench
15 mark things in Saskatoon over the last decade.

16 So, for instance, this slide here depicts...
17 we do a survey... well, we don't do it, a company
18 called "Insightrics" does the survey. We hire
19 them, they do it every three (3) years. And it's a
20 police satisfaction survey. And there's all kinds
21 of questions, overall satisfaction; "are you
22 feeling safe in the city", all kinds of questions
23 that we ask. And then we can break that down. We
24 can break that down by different groups, to cross
25 tabs, so we can, you know, bring out who the

1 Indigenous people were that answered it; not by
2 name, but by all the... because on the
3 questionnaire you fill, if you're Indigenous or
4 not. And we can tell who the visible minority or
5 new Canadians are, and then you can tell the main
6 stream what they are.

7 So this slide here is from the Aboriginal
8 respondents and you can see, from the past decade,
9 two thousand and two (2002) to two thousand
10 fourteen (2014), and that survey will be taken
11 again this fall, in twenty seventeen (2017).

12 You can see that there's two thousand and five
13 (2005) - I haven't gotten a pointer here. I may
14 have a little pointer here. No pointer. No, no.

15 You can see that they're not very satisfied
16 area there, the red, it's quite high there, in two
17 thousand and five (2005). You'll see in all these
18 slides, two thousand and five (2005), when we did
19 our survey, all the responses were very, very low;
20 because it just came after the Stonechild Inquiry,
21 after the Milgaard Inquiry, after all the stuff
22 that was happening, so everything was very, very
23 low.

24 So you can see, in the red there... it's very,
25 very low in two thousand and five (2005). It

1 starts to come back up again... two thousand eight
2 (2008), two thousand eleven (2011), two thousand
3 fourteen (2014). So right now it's about eighty-
4 six per cent (86 %) just satisfaction, but then
5 satisfaction doesn't really tell you a lot.
6 That's... sometimes it's a very good question
7 because you can walk up to somebody and say, "are
8 you satisfied with the police?" She has nothing to
9 do with this and you've heard some pretty good
10 stories. You'll say, "yes, I'm satisfied."

11 So we start to dig down a little bit deeper
12 and when we ask questions like, "okay, now, do you
13 have trust in the police?"

14 Now you can see, from the Indigenous
15 respondents, back in two thousand and five (2005),
16 only thirty-eight per cent (38 %) of the
17 respondents had trust in our Service. Very, very
18 low. That went up to sixty-eight per cent (68 %) in
19 two thousand and eight (2008), and it's hovering
20 around that, sixty-six (66), sixty-nine per cent
21 (69 %) right now.

22 Now, how much further and how much higher a
23 police service with our history and... issues, are
24 going to have with a marginalized population. How
25 much higher. Certainly you want to get it...

1 because if... that was the general population, the
2 trust is around eighty-eight per cent (88 %). So
3 we're not certain where we are with our Aboriginal
4 respondents.

5 But I would like in this to... we made a big
6 increase. I think it shows that things are
7 healing, but I would liken this to... if somebody
8 weighs five hundred pounds (500 lb) and they're
9 going to lose weight, that first hundred pounds
10 (100 lb) comes out pretty quickly, you can get down
11 that first hundred pounds (100 lb), but every pound
12 after that you really got to work, and that's what
13 I'm seeing is happening here, it's... we've made
14 some pretty good gains, but every gain from now on,
15 it's really, really hard work. Because every time
16 you have an incident or something goes wrong, you
17 take a little step back. And then you start to
18 build it up again and you take another step back,
19 so it's been taking a long time. We have a history
20 in Saskatoon and we understand that, but we... I
21 think we have made some pretty good steps.

22 Also, about how we use our force appropriately
23 or not. Aboriginal respondents again. See back in
24 two thousand five (2005), only forty-eight per cent
25 (48 %) of the Aboriginal respondents thought we

1 used force appropriately. And now that's climbed
2 up to seventy-six per cent (76 %). So I would
3 suggest that we've made quite a bit of progress
4 from where we were back in two thousand and five
5 (2005).

6 Now, within the city itself and how people are
7 feeling about crime and policing.

8 Every year, the city of Saskatoon does a
9 survey; most municipalities do a survey similar to
10 this. They have a survey commissioned, where they
11 ask people questions, you know, "are you happy with
12 the fire department", "are you happy with the way
13 the garbage is picked up", or, "are you happy with
14 water works?" Because they want to get a feeling
15 on how the population are judging their services.

16 One question that's always asked in the
17 Saskatoon civic survey is, "what do you think is
18 the most important issue facing Saskatoon?"

19 And you can see, by the blue line there, back
20 in two thousand and three (2003), forty-three per
21 cent (43 %) of the respondents said crime and
22 policing was the single most important issue facing
23 Saskatoon. And if I had a bar draft beside that,
24 crime and policing is way out to the right-hand
25 side. The next closest things, about half of that,

1 around twenty per cent (20 %), could have been
2 roads, taxation. Like, crime and policing really
3 was... as I mentioned earlier on, it was tearing
4 the city apart, crime and policing was the number
5 one issue in the city. A wealth city like
6 Saskatoon, crime and policing was their number one
7 issue.

8 You can see, starting in two thousand and
9 seven (2007), we did a lot of work with the media,
10 we did start to do a lot of work with the
11 Indigenous population. That was the first year I
12 was in Saskatoon, I think I gained about ten (10)
13 pounds. I was on the rubber chicken circuit.
14 Anywhere, anybody would listen to me about what
15 we're going to do as a police service and how we're
16 going to try and do some different things, I think,
17 started to pay off.

18 So, we were watching this and we had goals.
19 We had goals, okay, in two thousand and five
20 (2005), thirty-five per cent (35 %) of the people
21 are still saying crime and policing. Maybe if we
22 can get it down to thirty per cent (30 %) next
23 year, and then maybe to twenty-seven per cent
24 (27 %) the year next, so we can gradually get this
25 feeling down.

1 But gosh you dropped, right down to eighteen
2 per cent (18 %) the first year. Wow. So then you
3 thought, well, maybe it's just an anomaly, maybe
4 it's one of those things... people have heard some
5 really good stories, so, things are okay, but they
6 all kind of go back up. Well, the next year, it
7 went down further, and the next, it went down
8 further, and the next, it went down further, so...
9 and actually, we got down to... you can see in two
10 thousand thirteen (2013), down to four per cent
11 (4 %), which is almost unreliable when it's that
12 low, because there's always going to be issues
13 about crime and policing.

14 But that was the feeling of the respondents.

15 There's two lines on that graph. Just to
16 explain that, the blue line is telephone responses,
17 and then in the year two thousand and ten (2010),
18 the company also started to get online responses as
19 well, getting with the new technology.

20 And you'll find, with almost any survey that
21 I've seen anyway, when people answer online, they
22 can be a little bit more negative than when you're
23 actually talking to them on the phone, so you can
24 see the numbers aren't as low online as they are on
25 the telephone, but you can see the trend line is

1 still pretty about the same, so, we're certainly in
2 a lot better shape. That would say to me that, the
3 average citizen in Saskatoon really has seen a
4 change of how they feel about the Police Service,
5 how they trust the Police Service, how we fit into
6 the mosaic of Saskatoon.

7 Because now when you... if I had another
8 graph, that was going out to the side, you'd see
9 that roads are the number one issue. Taxation
10 is... and all those issues, and we're down where we
11 should be, as a police service.

12 And I've already covered this slide on... and
13 showed you the monument on missing and murdered
14 Indigenous women, so, I'll leave it at that. I'm
15 sure they'll be some questions and probably some
16 other things that we may want to discuss.

17 **Me PAUL CRÉPEAU :**

18 Okay. First of all, I'd like to produce this
19 PowerPoint as pièce P-...?

20 **LA GREFFIÈRE-AUDIENCIÈRE :**

21 P-130.

22 - PIÈCE COTÉE P-130 -

23 **Me PAUL CRÉPEAU :**

24 130? Pièce 130. On avait aussi une photographie
25 qui a été produite, qu'on pourrait mettre sous

1 P-131.

2 - PIÈCE COTÉE P-131 -

3 Just for history now, we'll go to a little bit
4 about the Neil Stonechild report from Justice David
5 Wright.

6 Est-ce qu'on pourrait le mettre à l'écran?

7 Alors peut-être la page présentation, la toute
8 première page. Après ça on reviendra à la page
9 « Introduction ».

10 So Mr. Weighill, this is the first page of the
11 official report from Justice Wright's Commission in
12 October two thousand four (2004)?

13 **M. CLIVE LEE WEIGHILL :**

14 Yes.

15 **Me PAUL CRÉPEAU :**

16 Okay. Now, I just... On va... la pièce 132?

17 **LA GREFFIÈRE-AUDIENCIÈRE :**

18 132.

19 - PIÈCE COTÉE P-132 -

20 **Me PAUL CRÉPEAU :**

21 O.K. Le rapport officiel fait près de quatre cents
22 (400) pages. Évidemment, notre service de
23 recherche y aura accès. On l'a pas envoyé à tous
24 les participants, il est facilement accessible sur
25 Internet. On va juste repasser les principales

1 étapes qui nous concernent. Peut-être la page 1
2 que vous aviez, Madame Harvey, il y a quelques
3 minutes, the page called « Introduction, Overview
4 of the fact ».

5 I know that you are aware of this story, but
6 just a little bit maybe resume what we had there,
7 the death of Mr. Stonechild in November nineteen
8 ninety (1990)?

9 **M. CLIVE LEE WEIGHILL :**

10 Yes.

11 **Me PAUL CRÉPEAU :**

12 I know that you were not in Saskatoon at that time,
13 but you've heard a little bit about it in that...
14 in the inquiry of Justice Wright.

15 **M. CLIVE LEE WEIGHILL :**

16 Yes

17 **Me PAUL CRÉPEAU :**

18 Okay. So, we have the information over there, that
19 Mr. Stonechild died from hypothermia?

20 **M. CLIVE LEE WEIGHILL :**

21 Yes.

22 **Me PAUL CRÉPEAU :**

23 And the night of his death he wasn't dressed
24 properly - we have some information - it was minus
25 twenty-eight degree Celsius (- 28°C). Some... on

1 the next paragraph, one of the witnesses, Mr. Roy,
2 Jason Roy, would testify to this Commission and
3 Justice Wright received that part of the
4 testimony...

5 **M. CLIVE LEE WEIGHILL :**

6 Yes.

7 **Me PAUL CRÉPEAU :**

8 ... saying that Mr. Roy saw Mr. Stonechild, he was
9 the last person reported seeing Mr. Stonechild the
10 night of the twenty-fourth (24th) of November. He
11 was in the back in the police car in custody and
12 shouting... he was bloodied, and he was shouting,
13 "they're going to kill me, they're going to kill
14 me". These are the facts that...

15 **M. CLIVE LEE WEIGHILL :**

16 That was the facts presented at the inquiry.

17 **Me PAUL CRÉPEAU :**

18 Okay. Okay. We'll just go at the summary of
19 findings, which is page... deux cent douze (212)
20 - 212. These are the facts that were... they're
21 summarized by Justice Wright. We won't through it
22 because most of it was covered in your testimony.
23 The... maybe just point 7, 8 and 9, that
24 Mr. Stonechild's body showed signs of injuries,
25 probably caused by handcuffs. There was an

1 investigation that showed... the first
2 investigation that was done during the few
3 following days identified the proper... a number of
4 suspicious circumstances regarding his death, but
5 they were never investigated properly.

6 **M. CLIVE LEE WEIGHILL :**

7 Yes. It's my understanding that the investigation
8 was not... was very incomplete, and unfortunately,
9 around nineteen ninety-eight (1998), the Saskatoon
10 Police Service purged a lot of files, and that file
11 itself was purged; because it was classed as an
12 accidental death, not a homicide.

13 **Me PAUL CRÉPEAU :**

14 Yes.

15 **M. CLIVE LEE WEIGHILL :**

16 Homicide, actually the file would always be kept.
17 I was classified as an accidental death and when
18 they were purging files, it got purged, so...
19 Number one, the file itself was a little bit
20 sketchy and then, trying to retrace the whole file
21 itself was very, very hard. There was a constable,
22 constable Ernie Louttit, who had concerns with the
23 investigation back in nineteen ninety (1990), and
24 he had copied the file.

25 **Me PAUL CRÉPEAU :**

1 What's his name? Mister?

2 **M. CLIVE LEE WEIGHILL :**

3 Ernie Louttit.

4 **Me PAUL CRÉPEAU :**

5 Okay.

6 **M. CLIVE LEE WEIGHILL :**

7 And he had copied the file, and he had it at his
8 house, and he was able to reconstruct the file
9 because he had a copy, luckily.

10 But the investigation there, many leads that
11 weren't followed up on, that probably should have
12 been. I think almost everybody that testified at
13 the inquiry all found fault with the investigation.

14 **Me PAUL CRÉPEAU :**

15 Okay. Maybe the last page I want to show, page
16 213, "Recommendations". These are the eight (8)
17 recommendations made by Justice Wright. Most of
18 them were covered in your testimony. Anything
19 official relating to the... what should be done at
20 the police... in the police force. Mostly number
21 2, that there were... program for Aboriginal
22 candidate and from minority communities?

23 **M. CLIVE LEE WEIGHILL :**

24 Yes.

25 **Me PAUL CRÉPEAU :**

1 Okay.

2 **M. CLIVE LEE WEIGHILL :**

3 That's been undertaken. The... in Saskatchewan, we
4 have Saskatchewan Polytechnique, which is... it
5 started out as a trade school across the province;
6 there's a campus in Regina, campus in Saskatoon, a
7 campus in Moose Jaw and a campus in Prince Albert.
8 They're a high level education now, aside from the
9 trades, and they have, in the Regina campus, the
10 Saskatoon campus and the Prince Albert campus,
11 police... an Aboriginal police preparedness course.
12 And it's a year-long course, where Indigenous
13 students can enrol. They may not have... quite had
14 the education of... qualifications that they need,
15 so they can enrol in this course, and it would kind
16 of bring them up to speed to the basic
17 qualifications to be hired as a police officer.

18 So they would learn quite a bit about
19 policing, criminal law, maybe how to write the...
20 Our entrance exam test is called the "Sigma test"
21 - it's S-I-G-M-A, "Sigma". I don't... it isn't an
22 acronym. That's just the name of the exam is
23 called. But it's a problem-solving entrance exam.
24 It's very, very complicated actually, it's a very
25 high failure rate. So they would learn how to

1 write that exam, how to get into shape to pass the
2 physical fitness test, things along that line. So
3 it's kind of like to give them a step up to get
4 ready to be able to apply to be a police officer.

5 **Me PAUL CRÉPEAU :**

6 Okay.

7

8 **M. CLIVE LEE WEIGHILL :**

9 Also in Regina, under Treaty 4, the Saskatchewan
10 Police College has an agreement with the Treaty 4,
11 and they have an Aboriginal Police Academy that
12 runs for two (2) weeks, at the Saskatchewan Police
13 College every spring. And Indigenous groups from
14 around the province will put forward candidates
15 that can come to this two-week... once again, a
16 learning opportunity for them to see if policing
17 would be of interest to them, and maybe a future
18 career for them, so, those were two (2) of the big
19 stepping blocks that had been put into place for
20 pre-employment.

21 **Me PAUL CRÉPEAU :**

22 Pre-employment, okay. I just want to go to the
23 recommendation number 5, that there should be...
24 there should be an Aboriginal peace officer with
25 the rank or sergeant. Was this created in the

1 Police... in the Saskatoon Police Force?

2 **M. CLIVE LEE WEIGHILL :**

3 Yes, it was. In our cultural units, we had a
4 sergeant... we yearmark the sergeant and apposition
5 as we increased the size of the unit from two (2)
6 to six (6). Then we brought in and hired a
7 civilian Aboriginal consultant position as well,...

8 **Me PAUL CRÉPEAU :**

9 Uh-hum.

10 **M. CLIVE LEE WEIGHILL :**

11 ... to top on that. And then, of course, we
12 ducktail those positions now too, because when this
13 was first thought of, we didn't have Aboriginal
14 victims service workers, we didn't have the
15 Aboriginal missing person liaison, so. Now we have
16 a cultural unit that ducktails with the victims
17 services unit and the missing person liaison unit,
18 so we've raised kind of... exceeded any thought
19 that we even had back in two thousand and five
20 (2005) when we wrote this.

21 **Me PAUL CRÉPEAU :**

22 Is it possible to quantify, to tell... give us a
23 number of hours of training that there's... every
24 year for... Which is meant definitely for police
25 officers. Is there a mandatory training program

1 every year or is it done once before the candidate
2 becomes a police officer?

3 **M. CLIVE LEE WEIGHILL :**

4 Okay. It's mandatory when you become a police
5 officer,...

6 **Me PAUL CRÉPEAU :**

7 Okay.

8 **M. CLIVE LEE WEIGHILL :**

9 ... when you go to the Saskatchewan Police College,
10 and I can't tell you how many hours the [margel]
11 is, off the top of my head. And then, as I say, in
12 our service...

13 **Me PAUL CRÉPEAU :**

14 Your house.

15 **M. CLIVE LEE WEIGHILL :**

16 ... in house, everybody went through a three-day
17 one, right after Stonechild. So all the members
18 were trained.

19 And then every year, it's probably... well if
20 you go to the Lunch and Learns, might be an hour or
21 two there, if you go to the junior constable course
22 at the Police College, there's so many hours
23 allocated during that course - I don't know how
24 many hours that is.

25 **Me PAUL CRÉPEAU :**

1 Okay.

2 **M. CLIVE LEE WEIGHILL :**

3 And then... ah, there's another component. Oh, and
4 also, every year, at the Saskatchewan Police
5 College, there is a week-long course put on
6 Indigenous relationships, and every police service
7 in Saskatchewan is allowed to send, like, five (5)
8 or six (6) candidates to that, to make up a class
9 of thirty (30).

10 **Me PAUL CRÉPEAU :**

11 Okay. Okay. And do you feel, I just like to have
12 your opinion on that, do you feel that this... all
13 this effort that has been put in since the last ten
14 (10) years, will it still continue? Do you feel
15 that you have their support from the government and
16 municipal authorities to continue this... to fund
17 these programs?

18 **M. CLIVE LEE WEIGHILL :**

19 Oh, absolutely. I mean, there are core programs
20 now, within the Police Service and within the
21 Saskatchewan Police College as well too there.
22 They're cofounded positions, they're cofounded
23 courses, modules, that will continue, I would say,
24 in perpetuity.

25 **Me PAUL CRÉPEAU :**

1 Okay. You just told... you were talking a lot
2 about what the structure, and yourself at the top
3 of the structure, implemented in the... Saskatoon
4 Police Service. How was it received in the
5 structure by the police officers, direct in-file
6 police officers?

7 **M. CLIVE LEE WEIGHILL :**

8 Well...

9 **Me PAUL CRÉPEAU :**

10 And just tell us...

11 **M. CLIVE LEE WEIGHILL :**

12 Yes.

13 **Me PAUL CRÉPEAU :**

14 ... about the last ten (10) years...

15 **M. CLIVE LEE WEIGHILL :**

16 Okay.

17 **Me PAUL CRÉPEAU :**

18 ... and how it is today.

19 **M. CLIVE LEE WEIGHILL :**

20 Okay. Well, this might be a long rambling answer,
21 because it's not easy to answer that question.

22 **Me PAUL CRÉPEAU :**

23 Uh-hum.

24 **M. CLIVE LEE WEIGHILL :**

25 When I came to Saskatoon, as you can imagine with

1 all the controversy, people wanted a change. And
2 when you're a CEO coming into an organization,
3 that's probably the best place to be in, if people
4 want to change. Because if you come into an
5 organization where people don't want a change, um,
6 you're fighting an uphill battle.

7 **Me PAUL CRÉPEAU :**

8 Uh-hum?

9 **M. CLIVE LEE WEIGHILL :**

10 So, when you're working with change management, an
11 organization will go through, I would say, four
12 quadrants, it's like when people are grieving over
13 a death. You know, first you deny that's... if
14 there is anything wrong, you deny that anything has
15 to be done, you don't want to believe it. Then you
16 get into a resistance stage where you start to
17 resist the change and you start blaming other
18 people, "it's somebody else's fault that this is
19 happening, not mine." Then, you get into the next
20 phase where you maybe go to the exploration, "well,
21 maybe this will work, maybe it won't work." And
22 then you finally get into the stage where you
23 accept the change is going to happen.

24 **Me PAUL CRÉPEAU :**

25 Okay.

1 **M. CLIVE LEE WEIGHILL :**

2 So I was very luck when I went to Saskatoon, they
3 would have probably hired anybody that was in
4 denial. So, we'd already had gone through that.
5 There wasn't very many people that were in the
6 resistance change. There were a few.

7 **Me PAUL CRÉPEAU :**

8 Uh-hum.

9 **M. CLIVE LEE WEIGHILL :**

10 But there weren't many that were resisting change.
11 A lot of the organization was already in exploring,
12 okay, how can we change, how can we get from out of
13 this, how can we make things differently. And
14 that's not to say that things were bad, that people
15 were being bad in the past. But when you're in a
16 situation like that, you know you have to do
17 something to make it... be different.

18 So I was very, very fortunate, as we started
19 to walk through a lot of these issues -... gosh, I
20 don't want this to sound like this is a [cliveway]
21 I'll show here, about how to manage a place, but -
22 but when I first went there, I... you know, I did a
23 PowerPoint presentation and I gave it to all the
24 rank-and-file, you know, okay, this is who I am,
25 this is kind of where we're thinking of going as an

1 organization and then with the executive team, this
2 is where we think we want to go. But I said to the
3 rank-and-file that it's like Lewis Carroll wrote in
4 "Alice in Wonderland", "If you don't know where
5 you're going, any road will take you there." We
6 know where we want to go, I think, but we have to
7 build that road, and you folks are going to help
8 build the road, not me.

9 **Me PAUL CRÉPEAU :**

10 Yes.

11 **M. CLIVE LEE WEIGHILL :**

12 I'm here, but... this is where we want to go, but
13 you guys, you're going to build the road, not me.
14 Just... this is going to be your gain.

15 And as we went through changes in the
16 organization, you know, you give an organization a
17 couple of quick wins. You know, there are small
18 things... you know, small things make a big
19 difference to the rank-and-file patrol officer.
20 For instance, they want to wear tuques in the
21 winter, rather than fur hats.

22 So I went to the executive team and I said,
23 "well, has anybody here is going to have a big
24 issue if the officers want to wear a tuque rather
25 than a fur hat, should we just let them wear a

1 tuque?" And so "okay, so, wear a tuque." So it's
2 funny, it sounds funny, but that means a lot to an
3 officer on the street if that's what they want.

4 Or they don't want to wear ties. "Can we wear
5 something else in the summer rather than a tie?"

6 Going to the executive team again: "well, can you
7 live without wearing ties?" -Yes, I guess we can.
8 -Okay, don't have to wear ties anymore.

9 So, if you give some people a couple of quick
10 wins, so that they understand that you actually are
11 listening to them and that you're taking take care
12 of what they... they start to believe in the way
13 things are and what you trying to say, and... so
14 that bought some credibility, I think, on me
15 behalf.

16 **Me PAUL CRÉPEAU :**

17 Building bridges.

18 **M. CLIVE LEE WEIGHILL :**

19 Building bridges. And then every year, as I've
20 been the Chief, I do a spring and a fall update.
21 It takes about... because we're only a small
22 organization, you know - seven hundred (700)
23 people - seven (7) or eight (8) presentations, I
24 can touch every single person in the police
25 organization, so, I do a PowerPoint every spring

1 and every fall, and I spend an hour with each of
2 those presentations, and I can explain to, "here's
3 where we going for our budget, here's what we're
4 doing for our strategic plan, here's what some of
5 the rumours are that we might want to talk about,
6 here's some of the issues that we better be careful
7 about, because this is killing us in the media."

8 All kind of issues that we can talk about. And
9 they hear it from one person, one time, nobody else
10 can spin it. That the Association is sitting and
11 they're listening to it, their part of it, they can
12 hear what's going on, so nobody can spin anything
13 toward them.

14 So, as you start to work with an organization
15 and you start to say, "okay, let's try this, let's
16 try that. It's for our own good we do this." When
17 they feel that they're being part of it, we form
18 committees to... We did a great big redeployment
19 within the Police Service, we made sure that there
20 was committees that were part of this rank-and-file
21 officers. And, you know, we said to our executive
22 staff, "you know, we're going to do some big change
23 here, and we're asking people to give us their
24 ideas, and we're going to go with their ideas."

25 And this is really hard to do when you're an

1 executive, because you got your idea how you think
2 the place should run. It's hard to just kind of
3 let it go and...

4 So we said to our executive, "we're going to
5 let the rank-and-file, if they come up with some
6 ideas, unless it's so crazy that it will never
7 work, it might not get us to where we want to go as
8 fast as we want to go, we're going to go with it.
9 Because there's no use asking people to do things,
10 and then not taking it into consideration. And
11 doing it their own way, we're going to be back
12 where we started again."

13 So, long way around to answer that question
14 that you asked, but, when you're... changing an
15 organization and you're asking it to go in a
16 different direction and you're doing some different
17 things and they're feeling bad about how they were
18 treated, they need to feel that number one, that
19 they are being supported now. Number two, that
20 they're being listened two. And number three, that
21 they're being appreciated.

22 So, as we work through and start building some
23 of those little pieces that I talked about, and
24 they can start to feel on the street that they're
25 being treated differently by the citizens, because

1 they're not having that acrimony that they had
2 before, they're starting to feel a bit better about
3 their job, and it's easier for them to change...

4 **Me PAUL CRÉPEAU :**

5 To...

6 **M. CLIVE LEE WEIGHILL :**

7 ... and do different...

8 **Me PAUL CRÉPEAU :**

9 ... accept the changes.

10 **M. CLIVE LEE WEIGHILL :**

11 ... things and accept things, sometimes, that they
12 wouldn't have accepted four (4) or five (5) years
13 ago.

14 **Me PAUL CRÉPEAU :**

15 Uh-hum.

16 **M. CLIVE LEE WEIGHILL :**

17 And you know, morale, when I went to the Saskatoon
18 Police Service, morale was at twenty-one per cent
19 (21 %). Good morale. We have a morale... a
20 special committee, it's called "the Morale
21 Committee", and it's a joint police association and
22 management. They meet every quarter, discuss
23 issues, and every three (3) years we do a survey of
24 our members. And we have some... it's a
25 SurveyMonkey, very anonymous. We ask them, you

1 know, how they feel about the Service, how they
2 feel if their executive officers or career path
3 improperly for them, how they feel about
4 management, all kinds of issues. And how they feel
5 about morale. So that's how I know the morale has
6 changed. So two thousand and six (2006), when I
7 went there, it was twenty-one per cent (21 %). Now
8 it's up to eighty-nine per cent (89 %).

9 So I mean, that's a big change around. So
10 when you get people feeling good about themselves,
11 to communicate only a little better about you,
12 things will start to come together. But it takes
13 time, it's taken a decade.

14 **Me PAUL CRÉPEAU :**

15 A decade. And is it... okay. Sorry for that. You
16 didn't tell us, but I think you have been... you're
17 Past President of the Canadian Association of
18 Chiefs of Police.

19 **M. CLIVE LEE WEIGHILL :**

20 Yes, I was President at the Canadian Association of
21 Chiefs of Police from twenty fourteen (2014) to
22 twenty sixteen (2016). And I'm the immediate Past
23 President right now, until next August.

24 **Me PAUL CRÉPEAU :**

25 Okay. So this Association of Canadian of Chiefs of

1 Police, it's quite a forum. Did you have a chance
2 to discuss with all the members from... mostly from
3 the major cities in Canada, about your experience
4 in Saskatoon? What you did, what you planned to do
5 and what you actually did?

6 **M. CLIVE LEE WEIGHILL :**

7 Yes. I've had quite a few conversations and I've
8 been very fortunate when I was President of the
9 Canadian Association of Chiefs...

10 **Me PAUL CRÉPEAU :**

11 Uh-hum.

12 **M. CLIVE LEE WEIGHILL :**

13 ... of Police, they put me on the Executive
14 Committee of the International Association of
15 Chiefs of Police, so, not only was I working with
16 colleagues here in Canada and having presentations,
17 I also got to do quite a few in the United States
18 as well too, on relationship building and the
19 changes that we went through.

20 You know, I've done, you know, several
21 PowerPoint presentations, you know, similar to the
22 one that you saw here today and, I just kind of all
23 land it to people, like, "this is our story, take
24 from it what you want. I'm not trying to preach
25 you how to do anything. This is what we did in

1 Saskatoon, it worked for us, it might... some of it
2 might work for you, some of it might not. But
3 here's our story, it's a good case study on, on how
4 a service went from here to here.

5 And like I say, we've been very fortunate
6 we've been able to measure it, so I can honestly
7 say that we've made a difference because we've
8 measured it.

9 **Me PAUL CRÉPEAU :**

10 Okay. And you feel that the... you experience that
11 you were, where you had a forum where you could
12 speak about it, is it picked upon... is it picked
13 up upon in other large cities in Canada?

14 **M. CLIVE LEE WEIGHILL :**

15 Oh, absolutely. You know, any Chief that I know
16 was very aware to... All the strategy surrounding
17 diversity,...

18 **Me PAUL CRÉPEAU :**

19 Uh-hum.

20 **M. CLIVE LEE WEIGHILL :**

21 ... whether it be the Indigenous or new Canadian or
22 LGBTQ, when I was the President of the Association
23 and before, before I became President, we had a
24 special committee, on First Nations peoples, for
25 police officers, we had a priority, and, because I

1 live in a Prairie provinces and it's more of an
2 issue to me, I brought it up even a little bit
3 higher because it's in my mind quite a bit, of
4 Indigenous strategies that we had to work on as
5 police officers.

6 We had a large conference in Winnipeg in
7 twenty sixteen (2016), we had Perry Bellegarde
8 there, the Grand Chief of AFN talking to us and
9 talking about strategy. We had elders there, on
10 how we can build relationships and how we can
11 better... working conditions, for police officers,
12 specifically in stand-alone Indigenous police
13 services. You may not be familiar, there's a lot
14 of...

15 **Me PAUL CRÉPEAU :**

16 Yes. What's a "stand-alone"?

17 **M. CLIVE LEE WEIGHILL :**

18 There's a lot of First Nations across Canada,
19 mainly in Ontario and Quebec. There's one in
20 Saskatchewan, there's a couple of it in Alberta.
21 So First Nations has its own stand-alone First
22 Nations Police Force. And we've been certainly
23 working very hard with the governments of those
24 provinces and the federal government, to make sure
25 that they have sustainable funding. Because what

1 we see in a lot of those stand-alone First Nations
2 Police Services is that they're a kind of a program
3 under the government and there isn't sustainable
4 core funding. So they're... every two (2) or three
5 (3) years, they're trying to get the funding
6 renewed again and trying to get...

7 I mean, can you imagine if you're a police
8 service in Toronto or Montreal, and every three (3)
9 years, you're the Police Chief, you have to get
10 your funding. We'll look at again every three (3)
11 years to see if you're still going to be around. I
12 mean, it doesn't make a lot of sense.

13 If you're going to be a police service, the
14 people on the First Nations deserve the same amount
15 of policing protection that you do in the
16 municipality, and the funding should be
17 sustainable. So we've been working very, very hard
18 to make sure that sustainable funding for those
19 stand-alone First Nations Police Services, which
20 are usually underfunded to start with.

21 **Me PAUL CRÉPEAU :**

22 Okay. It will be time, maybe, to take a break.

23 I'll cover my notes and we'll have some documents
24 to product as evidence.

25 **LE COMMISSAIRE :**

1 So, I think it's great. We'll take a fifteen (15)
2 minutes break, and then you may continue Maître.
3 And other councils may like to ask a few questions
4 to our witness?

5 **Me PAUL CRÉPEAU :**

6 Okay.

7 **LE COMMISSAIRE :**

8 Okay. So we'll take fifteen (15) minutes.

9 **LA GREFFIÈRE-AUDIENCIÈRE :**

10 Veuillez vous lever. La session est ajournée pour
11 quinze (15) minutes.

12 SUSPENSION

13 -----

14 REPRISE

15 **LE COMMISSAIRE :**

16 So, Me Crépeau, do you have other questions?

17 **Me PAUL CRÉPEAU :**

18 Yes, a few questions (inaudible). Mr. Weighill,
19 just to cover the complete story of your passage
20 through the... as being Chief of the Saskatoon
21 Police Force, do you have any recommendation that
22 you would like to give us, as to your thinking,
23 your experience that you had in the Saskatchewan
24 Police Force and your own life, regarding what
25 should be done with the Aboriginal and the Police

1 Force.

2 **M. CLIVE LEE WEIGHILL :**

3 Okay.

4 **Me PAUL CRÉPEAU :**

5 It's large, I'll let you go.

6 **M. CLIVE LEE WEIGHILL :**

7 Okay. Thank you. Thank you very much. I guess
8 I've got maybe two (2) parts I'd like to do with
9 this, if I could. Number one would be, certainly
10 far be it from me to, I don't know in Quebec what
11 the Montreal Police are doing or the Sûreté, they
12 may be doing some of the things I'm already going
13 to suggest, so, please take that in the line that
14 I'm... and I'm giving the suggestions.

15 I certainly do believe that, for police,
16 number one, an Elders Advisory Committee is a very,
17 very important facet. It helps police leaders get
18 input from the elders on Indigenous spirituality,
19 Indigenous culture, things that they're hearing
20 from their community regarding the police, to try
21 and break some of the issues that we're facing as
22 police.

23 As I mentioned during my presentation, the
24 elders get to be very strong proponents if they
25 understand what's going on. My understanding of

1 elders is that, they're not supposed to tell people
2 what to do. They listen and they give advice. And
3 that's... I think the strength of working with an
4 elder, they're never going to tell you what to do,
5 but they're going to give you their advice, and
6 that's what you're asking for, and it's very, very
7 helpful.

8 Second thing I would suggest is naturally, I
9 think everybody knows, is recruiting. I think
10 having more Indigenous police officers, it's not
11 the be-all, end-all, I mean, you get into a system,
12 whether you're Indigenous or not, you're still are
13 going to be part of that system, but I think it
14 does certainly help go a long way.

15 For sure, alternatives to assist persons that
16 are intoxicated, rather than going to a police
17 cell, there has to be a better system set-up than
18 police detaining people for health and mental
19 health issues.

20 So, you know, whether it'd be a brief detox in
21 the community or a stabilization bed unit, or
22 having officers just simply trying to find
23 alternatives rather than bring somebody in to
24 detention, if there's some other way that we can
25 handle this.

1 And of course, we have to be very careful with
2 that too, because you don't want to take an
3 intoxicated person to their home where they may
4 cause more problems. You have to be very careful
5 when you... so this is not an easy solution either.

6 I think it really is important and I know,
7 sometimes you get pushed back, but, I think it is
8 important to have mandatory cultural education at
9 all levels, right from the recruiting, right
10 through all the rank-and-file of police
11 organizations, and I know it happened in our
12 organization, I understand sometimes, the pushback,
13 when you keep saying the people, "okay, we're going
14 to give you some more Indigenous education, some
15 more, and then, the officers push back and
16 sometimes, rightfully so; you know, "listen, I'm
17 not a racist, I don't need all this syndication,
18 like, why are you keeping saying that? Like, I'm
19 not a racist. Why do you... why do you keep..."...

20 But I think sometimes, if you don't... you
21 don't know what you don't know, so until you get
22 people educated, they don't know what they really
23 need to know. So I think it's very, very important
24 that that push has to be on, just so the... people
25 understand different cultures, and I think that's

1 what... part of the problem was when I started
2 policing back in Regina when we had First Nations
3 people that were coming into the cities, we didn't
4 understand the culture and, of course, there was
5 pushback all the time, and we did things we
6 probably shouldn't have done; because we didn't the
7 culture, we didn't understand the people. So an
8 understanding has to go both ways.

9 And you know, a gentleman that I met and I
10 mentioned his name as Chief Wilton Littlechild, and
11 he was the Chair of the Commission on First
12 Nations, Metis People and the Justice System in
13 Saskatchewan. And I had a meeting with him about
14 four-five (4-5) years ago, and he was in my office
15 in Saskatoon, and he said, "you know, I've been
16 always interested to come back to Saskatchewan...
17 to hear what's happened from the recommendations
18 from that inquiry, and he said, but you know, I've
19 also... I've been interested to hear what
20 everybody's done, not just what the Police Service
21 has done, but what our Indigenous population has to
22 done too." And I thought wow, what a fair-minded
23 man, because he sat on the Truth and Reconciliation
24 Commission and he's heard all kinds of stories and
25 all kinds about residential schools and about what

1 happened to the Indigenous people, and he sat on
2 that Commission in Saskatchewan, heard all kinds of
3 stories, and yet he still has that fair mind, at
4 the end of the day, when the recommendations are
5 made. It's not just up to the police or justice or
6 anything, it's up for both sides to work on this.
7 So it's really important that both sides have to
8 work on it.

9 I think measuring initiatives, as I can show
10 you here some slides, if you don't measure things,
11 it's pretty hard to quantify, and actually say that
12 you made a difference or not, you have to have some
13 kind of a measurement.

14 And then the ones when I would have just
15 strictly for police, and that's to have contact
16 persons for both the police and Indigenous leaders.
17 It builds trust.

18 I meet with our Tribal Chief from the
19 Saskatoon Tribal Council very regularly. We meet
20 just for lunch, we meet for breakfast. We talk
21 about our kids, we talk about maybe some issues
22 that are happening, but we're always meeting.
23 We're not just meeting when there's a crisis. And
24 when you meet regularly with somebody and they get
25 to know you and they get to trust you, you can sure

1 make a lot of things happen in both your
2 organizations. And he has my cell phone, I have
3 his cell phone number. I have the cell phone
4 number of... Bobby, the Grand Chief of the
5 Federation of Sovereign Indigenous Nations in
6 Saskatchewan, and I've got the contact information
7 and I talk randomly with Perry Bellegarde from the
8 Assembly of First Nations.

9 When you can have that dialogue and you can...
10 talk back and forth to people when there isn't a
11 crisis and you can build that trust, and you can
12 build a relationship up, it is so, so strong to
13 help things move ahead.

14 You know, I meet regularly with Shirley
15 Isbister from the Central Urban Metis Federation in
16 Saskatoon. The same thing, you know, if you can
17 help them out with something, if they got a charity
18 ball or something, they need some police officers
19 to help, we're there to help.

20 So, I think it's human nature and we're just
21 talking out in the hallway here, and I was going to
22 mention here, but it's human nature, when you get
23 to know somebody, you start to trust them. And I
24 used the example, you can go away on a course and
25 you meet somebody, and you're with them for about a

1 week. You really don't know the person that well,
2 but you've had some conversation with him, you had
3 kind of a good feeling about him and then you go
4 back home. And then somehow, that person's name
5 comes up and you say, "gee, I know that person,
6 he's a great guy." That's how humans work. Humans
7 work by contact, and there's nothing worse than
8 having an organization that is faceless, so when
9 people are trying to get in touch with somebody,
10 they need something done and they have nobody to
11 phone, of any authority, and then they get to run
12 around with the organization, and then... then you
13 get the feeling that the organization doesn't care
14 what you... when you get the runner up. So it's
15 very important and I encourage Tribal Chief to
16 contact me, or the Grand Chief of the FSIN to
17 contact me, and I do the same with them. If we got
18 something where we got an incident that I think
19 they should be aware, that could cause some
20 disrepute to our Service or them, I phone them up
21 on their cell phone to let them know about it ahead
22 of time. So there's no surprises. And that goes a
23 long way when you don't surprise people.

24 So that would be the main ones that I would
25 have on... for police organizations, I'm sure,

1 would have said, most organizations are already
2 done.

3 But I would like to get to a bigger picture
4 here, when we're talking about this, because, as we
5 seen what happened in Saskatoon and what we've seen
6 probably it's happened in Val-d'Or and we're seeing
7 it happen in different cities across Canada, is,
8 there's a lot of social injustice, there's a lot of
9 social determinants, unfortunately, that are
10 leading to people getting involved in criminality.

11 One thing I spoke about a lot is the Youth
12 Criminal Justice Act. And people will say that the
13 Youth Criminal Justice Act is not a good piece of
14 legislation, it allows you to get away with all
15 kinds of things and, you know, we need stronger
16 measures to take of youth.

17 But you know, I would argue the opposite of
18 that. And what I see happening is that, the Youth
19 Criminal Justice Act has allowed the police to
20 divert youth away from the criminal justice system.
21 So it's given us great tools. It's given us tools
22 like we can do a warning. We can just warn the
23 youth if it's a minor offense. We can give the
24 youth an official warning, so that we document it,
25 so, if the youth comes in contact with us again,

1 then we know that that's happened.

2 We can do a pre-charge diversion. So, we
3 don't have to get them to go to Court, they can go
4 to a pre-charge, we can divert them away from the
5 Court system. Or we can do a post-charge. They've
6 already been charged, but then we get them into a
7 diversion program, and then maybe we can take care
8 of those charges.

9 The unfortunate part of this is that, the
10 government has given us a great piece of
11 legislation, but it hasn't given us the
12 infrastructure to go along with it, because I'd
13 have to ask, "where do we divert the youth to?"
14 It's great to say we can divert them. But where
15 are we diverting them to? Where are the addiction
16 centres? Where is the programme for the youth?
17 It's very, very minimal. There's been very little
18 funding put into that. So, what we see happening,
19 time and time again, is because we can't handle the
20 youth. We push them back into the criminal justice
21 system.

22 So, I'll give you a story that really kind of
23 illustrates this. We have a youth in Court, the
24 judge says to him, "one of the conditions of you
25 being released is you can't hang around with a

1 gang." The young man - he's fourteen (14) or
2 fifteen (15) - already kind of indoctrinated into
3 the gangs: "I'm going to hang around with the
4 gangs." The judge says, "I don't think you
5 understand. The condition for you to be released
6 is you can't hang around with the gangs." -Well,
7 I'm telling you, I'm going to hang around with the
8 gangs."

9 So the judge puts a whole bunch more
10 conditions on this youth, and then releases him,
11 knowing full well that the youth is never going to
12 abide by those conditions. It's almost impossible
13 for him in his lifestyle.

14 So now we're going to breach that youth, we're
15 going to arrest him, and then we're going to put
16 him into a youth facility, because we've breached
17 him. So now this youth is going to be rubbing
18 shoulders with seventeen (17), eighteen (18) years
19 old that are indoctrinated in the game for sure,
20 and he's going to come out of that youth facility
21 worse than when he went in.

22 So to me this is sheer lunacy and I... like,
23 when are we going to stop this. We keep using the
24 criminal justice system to fix the problems that
25 we... youth have some problem, that's in distress,

1 that needs help, and yet, we can't have the
2 facilities to give that youth help, except putting
3 a bunch of conditions on, because if he doesn't
4 obey them, we're going to put him in a youth
5 detention centre.

6 So number one, Youth Criminal Justice Act, in
7 my opinion, is a very good act. But we need
8 funding, we need those programs. Because once a
9 youth gets involved into the criminal activity or
10 into the gang activity, it's almost impossible to
11 pull them out of that lifestyle. Until one day
12 they're thirty-four (34), they're thirty-five (35)
13 and wake up in jail and they got five (5) kids, and
14 they've been drug-addicted, and they wake up, "I
15 guess I to get out of the gangs."

16 So between the youth that's been fourteen (14)
17 to the youth who's thirty-five (35), in a lot of
18 cases, the damage they're doing to themselves, to
19 the victims, to their families, everything else,
20 could all be very well eliminated. If you can just
21 sometimes - it's not going to work all the time -,
22 but sometimes you have that proper programming
23 where the addiction... stuff that has to get done
24 for youth, so they don't get into more criminality.

25 Another suggestion that I have has got to do

1 with corrections, and this is no... slight on
2 corrections, I mean, they're waging of funding
3 battle like everybody else is... that's... that's
4 a... that's an agency but... We see so many people
5 now, that are in jail and they're in jail on
6 remand. So, I don't know what it is in the
7 province of Quebec, but in the province of
8 Saskatchewan, if you're on remand, you don't get
9 any services really well, you're pretty well just
10 serving dead time. You're just sitting there
11 waiting for... you could be in remand for two (2)
12 years. You're doing nothing. So that's not going
13 to help rehabilitate you.

14 Then if you do go to Court and you are found
15 guilty and you are sentenced and you're doing time,
16 we find that they're still minimal programming.
17 And like I say, it's nobody's fault, it's all got
18 to do with funding.

19 There's minimal programming for addictions.
20 There's minimal funding for mental health issues.
21 I mean, a good majority of the people that are in
22 prison right now are there because of addictions or
23 mental health. It all keeps coming back to the
24 same stories doesn't it: mental health,
25 addictions, all those things that we have to start

1 to work on.

2 And in the transition plan, so, it's fine to
3 say to somebody, "okay, you've done wrong, it's...
4 you've hurt somebody - whatever it is - we're going
5 to put you in jail for five (5) or ten (10) years."

6 If you don't get the proper programming that
7 you need, the proper... addictions or the mental
8 health issues, you're going to serve ten (10)
9 years. And if we just kick you back out again,
10 you're going to go right back to where you were,
11 'cause that's where you belong, and you're going to
12 replicate what you did in the first place.

13 So we're suggesting that we need a better
14 transition plan for when people are going to be
15 released from jail, that they have some kind of a
16 transition plan that will try to keep them away
17 from their past lifestyle. Give them the tools
18 that they need while they're in jail, so that they
19 get some educational needs, like I say, some
20 addiction issues or whatever it is, so then when
21 they do get out, they're not going to fall back or
22 relapse back where they started from.

23 Mental health and addictions. A big problem
24 for policing. We seem to be the first line of
25 response right now, for mental health, right across

1 North America. Every Police Chief I talked to,
2 whether it's in the United States or Canada, we're
3 all facing the same thing of people on the streets,
4 people that are suffering from mental health
5 issues. It's hard to get into the mental health
6 system. I know in our province, if you want to see
7 a psychiatrist, you're probably on a waiting list
8 for three (3) or four (4) months before you're
9 going to see a psychiatrist. If you got a broken
10 leg, you can go to the emergency and fixed up
11 tomorrow.

12 The mental health, you're going to wait three
13 (3) or four (4) months before you even get to see a
14 psychiatrist, never mind for a psychiatrist to work
15 up some kind of a diagnosis on you.

16 But how much time this takes up for policing.
17 And probably right now, police services across
18 Canada, maybe thirty-five (35), forty per cent
19 (40 %) of our work actually has to do with
20 criminal.

21 Sixty per cent (60 %) of our work is... having
22 to do with mental health, addiction issues,
23 neighbourhood disputes, people that can't get
24 along, those kinds of things, that aren't criminal,
25 but take up our time.

1 And just to give you a story on how... on how
2 this works, and this happens every day, I go out on
3 patrol in Saskatoon every once in a while, like I
4 did when I was the Chief, take out my rank and
5 stuff, I go on patrol with the constable, and you
6 can really see them, what's going on in the streets
7 and that allows me... and to speak to people like
8 you, 'cause I'm seeing it first-hand.

9 So it's an evening we're out on call. The
10 first call we get, as soon as we get on the air, is
11 that we're dispatched to... an automated teller
12 cubicle at a bank. So you're all familiar, when
13 you go into the bank, there's little cubicles, you
14 stick your card in and get your money out of the
15 ATM.

16 So the complaint is there's a guy and they're
17 causing some problems.

18 So we drive up there and we get there, and
19 it's a guy that's very well known to us, he's in a
20 wheelchair. He's got his pants half pull down, he
21 soiled himself. He's intoxicated. He's got
22 bandage around his legs. Who knows what would...
23 it would look like if we were to pull those
24 bandages off, like, he's completely unkempt. And
25 he's in this ATM and he's trying to get money off

1 people.

2 Well, it's not criminal, right? There's the
3 police, now, we're going to deal with this.

4 So we're trying to work with this guy. He's
5 got a warrant for his arrest. There's no way we're
6 going to take him into detention if we don't have
7 to in the condition he's in, 'cause we can always
8 write another date for him to appear in Court.

9 So we're talking to him and he said, "you
10 know, I drank quite a bit Lysol I'm starting to
11 feel sick." -Okay. If you're feeling sick, we're
12 going to call an ambulance."

13 So we call an ambulance, just... take him to
14 the hospital if he feels sick.

15 Well, as in many municipalities, the fire
16 department listens into what the... because they're
17 paramedics, they listen to what ambulance services
18 is doing, so, here we are, we got two (2) police
19 officers now at this ATM, we... an ambulance comes
20 up with two (2) emergency responders, and we got a
21 pumper fire truck with six (6) firefighters. All
22 there, dealing with this guy who's got severe
23 addictions and mental health problems. Who's going
24 to deal with it. It's us.

25 So we've got to get the capacity in to help

1 people that have mental health and addiction
2 problems across Canada. And we see this day in and
3 day out.

4 The next call we went on right after that: a
5 fight on the street. (Inaudible) believe that, a
6 fight on the street in front of his house. When we
7 get there, there's no fight, but we just... better
8 check to make sure everybody's okay at the house.

9 So we knock on the door. We knock on the door
10 and, inside the house, everybody's intoxicated.
11 There's little kids laying in the crib, sleeping.
12 Everybody's completely intoxicated. Well now what
13 do we do. We're the police... we can't really
14 leave, these little kids are sitting in the crib.
15 We call Mobile Crisis - which is a wing of Social
16 Services - they may be come and take a look, 'cause
17 we don't want to leave our little kids there.

18 Somebody in the house says, "we'll go across
19 the street, my aunt lives across the street, she
20 can take care of the kids, so." We go across the
21 street, we knock on the door, it's the same thing
22 in that house. She says "that's... well go next
23 door, our cousins live there, they can take care of
24 the kids."

25 When we're going next door, thank God, there's

1 people in the house, there's no wishes with them.
2 They say, "yes, this has happened before, we can
3 take care of the kids."

4 So luckily, the kids didn't have to be
5 apprehended. The kids got taken care of by a
6 distant family member.

7 But is it the first time that's happened to
8 that family? No, it isn't. Is that a crime issue?
9 No, it's not. But once again, the police are
10 brought into that, because who else is going to
11 attend that call, who's going to take care of that
12 call, who's going to try to work their way around
13 this? It's the police. It keeps falling on our
14 shoulders to deal with this. So once again, our
15 plea is the government. Like, we've got to put the
16 money into mental health and addictions. It keeps
17 coming back this every time I do a presentation.

18 Missing, murdered Indigenous women and girls.

19 Very hot topic across Canada, and... an
20 inquiry has been called. The inquiry is going to
21 work its way through, and the results will be what
22 the results will be. I would say - and this is my
23 opinion - that, I'm concerned and I always was
24 concerned when the inquiry is going to be called
25 at... it would take quite a few years for the

1 inquiry to come to a conclusion, and in the
2 meantime, there's still a lot of people that are in
3 vulnerable situation, that are going to be harmed,
4 because people are going to sit back and say,
5 "well let's just wait and see what happens from the
6 inquiry, and then we'll see what happens with the
7 recommendations."

8 Well, I wasn't a mind-reader, I didn't have a
9 crystal ball, but guess what's happening. The
10 inquiry is kind of slowed down a little bit,
11 everybody's still waiting around to see what's
12 going to happen and then we're going to wait for
13 some recommendations.

14 When unfortunately, and maybe in my own mind,
15 most of us know what's happening. I'm glad the
16 inquiry is here, I'm glad the inquiry is happening
17 and it will get to the root causes, and that's what
18 I'm hoping it will get to.

19 It will look at what the police have done in
20 the past and it has to look at that, we have to be
21 held accountable for some of the police
22 investigations that were put down in the past. I
23 would never... try to screw it away from that.

24 But I think that, what we have to start
25 looking at is, what are the root cause that have

1 caused Indigenous women to become vulnerable in the
2 first place. Because if we don't solve what the
3 root causes is, you can have the best investigators
4 and the best police services across the world, but
5 if people are still going to be put in the same
6 situation where they're vulnerable, they're still
7 going to end up being victims of violence or go
8 missing, for the police are going to have to
9 investigate that. And there are systemic issues
10 that are driving this. There are systemic issues
11 of poverty, systemic issues of poor housing,
12 systemic issues of racism, systemic issues of
13 disadvantage that are facing Indigenous... the
14 Indigenous population, not just Indigenous women.
15 And if I can just give you a couple of stories
16 here, I think stories kind of help.

17 So, once again, I'm on patrol, and we get a
18 call, it's a cold winter night in Saskatoon, it's
19 dark. And we get a call to a local fast-food
20 restaurant. And the call comes in from the
21 manager, he says, "there's somebody rooting around
22 in his garbage in the back."

23 So we get there and there's a big fence around
24 the garbage at the back, because they're trying to
25 keep homeless people and stuff out from picking

1 away through the garbage.

2 So we get there and the manager says, "well,
3 she's already gone." So we help in the car and we
4 drive around and we find the woman. She's about
5 three (3) blocks away and she's carrying this
6 flipping plastic bag, filled with some cold chicken
7 pieces and some French fries. That's her supper.

8 So, this woman is known to us, she's got some
9 addiction issues, she works the street once in a
10 while, but put that aside. Here she is, it's a
11 cold winter night in Saskatoon, she's got no place
12 to go, that's her supper. I got to ask you: is she
13 vulnerable. That's what we have to work on.
14 That's what we've got to try and stop happening.
15 Of people getting in those vulnerable situations so
16 that they are victims of violence. So they do go
17 missing.

18 Another call we went to, there was a young
19 mother, young Indigenous mother, her house was
20 broken into, her and her kids went away for a week-
21 end. They came back and their house had been
22 broken into. And, you know that it was probably
23 kids that got into the house and did it, because
24 it's... you know, the PlayStation games and things
25 like that, the things that had been stolen.

1 So we start taking the report from the young
2 woman, and we say to her, "do you have any idea who
3 might have done this?" -No. I don't have any
4 idea. -Okay. So we say to her, "well, we're going
5 to go next door and we're going to talk to the
6 people that live next door." So she says, "please
7 don't do that, I don't want any trouble. I don't
8 want you going next door and talking to those
9 people."

10 The reason that she doesn't want us to go next
11 door and talk to those people is because the house
12 that lives next door to her is a house where
13 they've been selling drugs and there's all kinds of
14 things going on, probably gang affiliates and stuff
15 like that, and she's scared there's going to be a
16 repercussion.

17 So she says to us, "please, don't go next
18 door, I don't want any trouble, I'm just so glad
19 that they didn't trash my house."

20 Well for any of us in mainstream Canada, if
21 your house got broken into, would you be telling
22 the police officers, "don't go talk to the
23 neighbours, I'm just so glad they didn't trash my
24 house"? Most of us would say, "I want those people
25 arrested, I want my stuff back, I want those people

1 held accountable."

2 So here you have this young Indigenous woman
3 saying that to the police. Now I might be reading
4 this into that, maybe I'm too, sometimes too far-
5 thinking, but... She's got two (2) little kids
6 standing beside her, seven (7), six (6), eight (8)
7 years old. And she has her mother talking to
8 police officers, and what she's really saying to
9 them is, "it's okay we've been victimized, as long
10 as we haven't been victimized too much."

11 So now you got little six (6) and eight (8)
12 years old kids, Indigenous kids that are growing up
13 in an environment where they're already learning
14 that's it's okay to be victimized. So it's the
15 social conditions that we've got to be working on
16 here. Crime put aside, all that other stuff, if we
17 can't fix some of these social issues that we're
18 facing across Canada, we're going to still end up
19 in the positions that we're facing here, because
20 people are vulnerable. And when people are
21 vulnerable and marginalized, they get into
22 situations beyond their own control that they don't
23 want to be.

24 And the last thing I'll just touch on to and
25 we were talking a little bit about this in the

1 hallway and I firmly believe in this, it's the
2 marginalization that we see in our society, of the
3 poverty and the poor housing and the racism and the
4 disadvantage, that society and the government, that
5 we have to really get serious about.

6 And just to show you how things can really
7 change if you really try. We had a plan to end
8 homelessness in Saskatoon, and lot of cities have
9 these plans - it's... now it's called the "Journey
10 Home" - and we took a snapshot of twenty-two (22)
11 people that used up the most services of emergency
12 responders in Saskatoon. So there was twenty-two
13 (22) people that were kind of, like, or talked
14 twenty-two (22) people that were getting arrested
15 by the police, taking ambulance rides, spending
16 time in the hospital emergencies, getting acute
17 psychiatric and all the money that we're spending,
18 like there's about two point five millions dollars
19 (2,5 M\$) and two point two millions dollars
20 (2,2 M\$) we're spending on these twenty-two (22)
21 people, just in the city of Saskatoon.

22 So the plan was to find home for these people,
23 'cause they are homeless.

24 So for... in the first six (6) months, the
25 first year, we found a place to live for these ten

1 (10) people. For ten (10) of the twenty-two (22).
2 And wow, what a difference it makes when somebody
3 has a roof over their head. And I'll give you some
4 numbers here and I'll try to go slow for the
5 translators - and I should have a slide on this.

6 But, this is the result that you see when you
7 can put a group together and make a difference in
8 somebody's life. When you compare these ten (10)
9 people before they had a roof over their head, to
10 now, when they have a roof over their head.

11 So, for hospital visits, they went from three
12 hundred and seventeen (317) hospital visits, down
13 to seventeen (17).

14 For ambulance rides. Two hundred and sixty-
15 three (263), down to twenty-four (24).

16 For acute psychiatric help. It went from one
17 hundred and sixty-one (161) down to zero (0).

18 Going to the brief detox, for an overnight
19 shelter, went from a hundred and ninety-six (196)
20 down to six (6).

21 Intoxication in a police detention cells.
22 Went from a hundred and eight (108), down to one
23 (1).

24 And for emergency shelter on cold winter
25 nights, they went from five hundred and twenty-

1 eight (528) nights they had to be housed, down to
2 zero (0).

3 So, accumulately, a savings from our front
4 responders, from those people, there's a savings of
5 about six hundred and sixty-eight thousand dollars
6 (668,000 \$), of less time that we had to use as
7 police officers, of ambulance people, of nurses in
8 the emergency rooms, the detox centres, just by
9 putting a roof over somebody's head, how important
10 that is.

11 Saskatoon did a health disparity study about
12 ten (10) years ago. The Saskatoon health region,
13 very progressive health region. Dr. Cory Neudorf
14 and Mark Lemstra wrote the report. And they
15 compared people living under the low income cutoff
16 line in Saskatoon, to people that are living in the
17 more affluent areas of Saskatoon. It was front
18 page news in the Saskatoon Star Phoenix and it was
19 news for about a day, and then everybody forgot
20 about it.

21 But it was staggering. And I haven't got the
22 numbers exactly in front of me here, so I can't
23 quote them, but, the... when you compare people
24 living under the low income to people living in a
25 regular mainstream housing, the suicide rates were

1 astronomically higher for lower incomes. The
2 ideation of suicides was astronomically higher than
3 little income.

4 Hep C was higher, way higher, HIV, drug use,
5 all those things like... it's all those things that
6 we all know. We all see it every day, but they
7 actually quantified it, so you could say this is
8 really what's happening in Saskatoon. But it was
9 like, a one to two (2) day-story. And then people
10 get on with their lives again and worry about their
11 kids going to ballet and whatever has to happen,
12 and they forget about people that really need a
13 hand up in our community, so.

14 I guess that at the end of the day here, you
15 know, I don't mean to be on the soap box, but, I
16 firmly believe in... - I could be wrong, we all
17 have different ideas on what should happen in the
18 society, but - I really believe that we can't solve
19 some of these issues that we're facing, that are...
20 some of these social issues that unfortunately
21 then, have people turn to crime, come in contact
22 with the police, end up in conflict, end up in all
23 these issues that we're facing here. We're going
24 to keep seeing it. And I know it's hard for
25 governments, governments work on a four (4) year

1 cycle, they've got to show things, they've got to
2 show that they're making progress, 'cause these are
3 all long-term solutions, this isn't going to happen
4 overnight, I mean, you can't just turn a whole
5 generation of things around.

6 But I can tell you, on Twenty Street in
7 Saskatoon, where they give out free lunches every
8 day - it's called "the Friendship Inn" - that
9 line's not getting any shorter. And you can go by
10 every day and the line is getting longer, and
11 there's all kinds of people in that line with that
12 FSD and mental health issues and addiction issues
13 and all kinds of stuff.

14 And the best thing that can happen for them is
15 they get a free lunch at the Friendship Inn. But
16 there's not a lot of help for.

17 And sooner or later they're going to come in
18 our hands or they're going to be in a psychiatric
19 ward, or they're going to be in the emergency ward
20 or they're going to be somewhere. And they just
21 keep getting pushed around, pushed around, pushed
22 around, 'cause there's no solution for them.

23 So, I believe that's what I would provide, if
24 you want my thoughts on recommendations, that's
25 what I think has to happen. "The World according

1 to Clive".

2 **Me PAUL CRÉPEAU :**

3 Thank you, Mr. Weighill.

4 **LE COMMISSAIRE :**

5 You have questions for...?

6 **Me PAUL CRÉPEAU :**

7 No more questions, but I just have to put up in
8 evidence some...

9 **LE COMMISSAIRE :**

10 Or maybe other counsels may have questions also?

11 **Me PAUL CRÉPEAU :**

12 May I have question... Do you want me...?

13 **LE COMMISSAIRE :**

14 Yes. You want to introduce a file...

15 **Me PAUL CRÉPEAU :**

16 Yes. File these...

17 **LE COMMISSAIRE :**

18 ... document first? Okay.

19 **Me PAUL CRÉPEAU :**

20 ... document and it will be over. The... it's
21 already... it will be on the screen in a second,
22 the *Report Committee on Strategic Renewal*.

23 I think you already talked a little bit about
24 it. It will be put up for research. There's the
25 report, it's called "Report - Committee of

1 Strategic Renewal, January two thousand six
2 (2006)", that I'd like to file as P-1... cent...

3 **LA GREFFIÈRE-AUDIENCIÈRE :**

4 133.

5 **Me PAUL CRÉPEAU :**

6 133? 133.

7 **- PIÈCE COTÉE P-133 -**

8 And the two (2) following reports, which are
9 "Progress report", the one marked "1", from
10 eleventh (11th) of June two thousand seven (2007),
11 that's one. P-134.

12 **- PIÈCE COTÉE P-134 -**

13 And the next one, the last one of September
14 ten (10), two thousand seven (2007), P-135.

15 **- PIÈCE COTÉE P-135 -**

16 And finally, always for the research, one last
17 document, which is an abstract or reproduction from
18 the Saskatchewan Star Phoenix, from October twenty-
19 four (24), updated twelve (12) of November two
20 thousand fifteen (2015), regarding "The Stonechild
21 effect, ten (10) years after the explosive
22 inquiry", which is a report talking about the...
23 what happened since that time at the police force
24 in Saskatoon. P-136.

25 **- PIÈCE COTÉE P-136 -**

1 I think you are aware of all these
2 documents...

3 **M. CLIVE LEE WEIGHILL :**

4 Yes.

5 **Me PAUL CRÉPEAU :**

6 ... Mr. Weighill?

7 **M. CLIVE LEE WEIGHILL :**

8 Yes.

9 **Me PAUL CRÉPEAU :**

10 Okay. I don't have any more questions for...

11 **LE COMMISSAIRE :**

12 Yes.

13 **Me PAUL CRÉPEAU :**

14 ... Mr. Weighill.

15 **LE COMMISSAIRE :**

16 Me Lépine?

17 **Me ÉRIC LÉPINE :**

18 Good morning Mr. Weighill.

19 **M. CLIVE LEE WEIGHILL :**

20 Good morning.

21 **Me ÉRIC LÉPINE :**

22 Forgive my French, my bad French accent, and I'll
23 try to do my best. And there might be a few things
24 that I missed. I'm not as good as the interpreter
25 here, and if you already answered the question, I

1 would just like you to repeat the answer, so I get
2 a better understanding.

3 I represent the Quebec Native Women, which is
4 the equivalent of NWAC...

5 **M. CLIVE LEE WEIGHILL :**

6 Okay.

7 **Me ÉRIC LÉPINE :**

8 ... here in Quebec. I'm interested more in what
9 you describe as being the investigating unit that
10 was created within the FSIN].

11 **M. CLIVE LEE WEIGHILL :**

12 Yes.

13 **Me ÉRIC LÉPINE :**

14 Can you just tell us more about that? First, when
15 it was created and how did it work exactly?
16 Because I'm assuming that FSIN is totally
17 independent from the Police Force in Saskatoon, so
18 I would like you to tell us more about this.

19 **M. CLIVE LEE WEIGHILL :**

20 Okay. The Special Investigative Unit came about
21 through the Commission on First Nations, Métis and
22 the Justice System Reform. That was the Commission
23 that was set in two thousand two (2002) to two
24 thousand and four (2004). One of the
25 recommendations from that Commission, and that's

1 been filed with the... I think you have a copy of
2 that, Mr. Crépeau, was that a different method of
3 handling complaints against the police had to be
4 instituted in Saskatchewan.

5 So the province of Saskatchewan met with the
6 Saskatchewan Association of Chiefs of Police, the
7 Federation of Indigenous Sovereign Nations, FISN,
8 Saskatchewan Federation of Police Officers, which
9 would be the union for the province, and the
10 Saskatchewan Police Commission, to come up with a
11 new way of handling police misconduct.

12 One of the ways that they wanted to change was
13 to make it more friendly and easier for people to
14 report, of Indigenous descent, that they would not
15 feel intimidated by having to come to the police or
16 a government bureaucracy to do it.

17 So the plan was and what they did, the
18 province of Saskatchewan gave funding to the FISN
19 to create a Special Investigative Unit, that would
20 be an intake for complaints. So, if you're
21 Indigenous... First Nations or Metis, you got a...
22 complaint against the police, you can go directly
23 to FISN, they'll take the complaint, and then
24 they'll forward it on to the Provincial Complaints
25 Commission, which will then decide how it gets to

1 be investigated.

2 **Me ÉRIC LÉPINE :**

3 And this unit was... there were no police officers
4 working with this...

5 **M. CLIVE LEE WEIGHILL :**

6 No.

7 **Me ÉRIC LÉPINE :**

8 ... unit. It was...

9 **M. CLIVE LEE WEIGHILL :**

10 No.

11 **Me ÉRIC LÉPINE :**

12 ... just like, civilians.

13 **M. CLIVE LEE WEIGHILL :**

14 It's completely autonomous. The Federation hires
15 their own staff.

16 **Me ÉRIC LÉPINE :**

17 Okay.

18 **M. CLIVE LEE WEIGHILL :**

19 It's Indigenous people that work there. It's
20 completely away from the police or the government.

21 **Me ÉRIC LÉPINE :**

22 Was there any statistics that were kept, after the
23 creation of that unit, to find out if whether or
24 not it increased the number of complaints that were
25 registered or...?

1 **M. CLIVE LEE WEIGHILL :**

2 No, I wouldn't know what the statistics are from
3 their unit. I would say... I don't think
4 complaints have increased, in fact I would say they
5 probably decreased,...

6 **Me ÉRIC LÉPINE :**

7 Okay.

8 **M. CLIVE LEE WEIGHILL :**

9 ... but I couldn't say that for sure.

10 **Me ÉRIC LÉPINE :**

11 Okay.

12 **M. CLIVE LEE WEIGHILL :**

13 When the FSIN put out a one eight hundred (1-800)
14 number back and around two thousand and two (2002),
15 when the Stonechild Inquiry was going on, and quite
16 a few complaints came in then, because all this...
17 was all flying around. But ever since that died
18 down, we seem to have a different system in the
19 province now, fewer and fewer complaints have been
20 coming in.

21 **Me ÉRIC LÉPINE :**

22 The one eight hundred (1-800) line is no longer in
23 service?

24 **M. CLIVE LEE WEIGHILL :**

25 No, it's not. No.

1 **Me ÉRIC LÉPINE :**

2 Okay. It has been there for a couple of years?

3 **M. CLIVE LEE WEIGHILL :**

4 It was there just during the investigation of
5 Stonechild.

6 **Me ÉRIC LÉPINE :**

7 Okay. And you said that this... They received a
8 number of calls, during the period that we'll
9 describe as the crisis?

10 **M. CLIVE LEE WEIGHILL :**

11 Yes. I think they received around two thousand
12 (2,000) calls.

13 **Me ÉRIC LÉPINE :**

14 Okay. So was that a system that was efficient, to
15 your understanding, the one eight hundred (1-800)
16 line?

17 **M. CLIVE LEE WEIGHILL :**

18 I think it was efficient that the calls came in and
19 people's voices were heard. How... many of those
20 actions went very far, I couldn't tell you. You
21 know, whether they led to... whether there's very
22 very historical ones or whether they were newer
23 ones or how that all went. Because they keep their
24 own file. Lots of time they make it a complaint
25 that we don't even know about; they might look

1 after it themselves. It's been sometimes... the
2 investigator would call over to our Service and
3 say, "okay, I've got a complaint on..." whatever it
4 is. We would look into it, we would get back to
5 him, see this... we've got on... here we've got
6 some video, we've got some stuff." He would go
7 back to Complaint and say, "no, this has not really
8 happened, where's the video." No more complaint.

9 **Me ÉRIC LÉPINE :**

10 Okay. I would like to hear you as well on the GPS
11 and the in-car video and audio that was...

12 **M. CLIVE LEE WEIGHILL :**

13 Yes.

14 **Me ÉRIC LÉPINE :**

15 ... implemented. When was the year exactly?

16 **M. CLIVE LEE WEIGHILL :**

17 When... The Global Positioning came into the cars
18 just before I got there.

19 **Me ÉRIC LÉPINE :**

20 Okay.

21 **M. CLIVE LEE WEIGHILL :**

22 So, that would be two thousand five (2005).

23 **Me ÉRIC LÉPINE :**

24 Okay. And...

25 **M. CLIVE LEE WEIGHILL :**

1 And that's put in every patrol car and every
2 traffic car, every frontline vehicle.

3 **Me ÉRIC LÉPINE :**

4 I understand that there were Starlight Tour more
5 than allegations that were established in the past,
6 that was a practice that happened before you
7 arrived.

8 **M. CLIVE LEE WEIGHILL :**

9 Yes.

10 **Me ÉRIC LÉPINE :**

11 And this... that measure was also to make sure that
12 this would not happen again.

13 **M. CLIVE LEE WEIGHILL :**

14 Absolutely. It was... You know, when I started
15 policing, there was no way we'd want GPS in the
16 car, because the sergeant would chase you around
17 and say you weren't doing your job. So you never
18 wanted that. But I can assure you that after the
19 Stonechild Inquiry, every police officer wanted GPS
20 in their car, because they want to make sure that,
21 if something was alleged against them, they'd have
22 some proof to back up where they were.

23 **Me ÉRIC LÉPINE :**

24 And when... so I understand it was well accepted
25 by...

1 **M. CLIVE LEE WEIGHILL :**

2 Absolutely.

3 **Me ÉRIC LÉPINE :**

4 ... the police officers.

5 **M. CLIVE LEE WEIGHILL :**

6 Yes.

7 **Me ÉRIC LÉPINE :**

8 And was there any complaint, after the
9 implementation of the system, of any what... so-
10 called "Starlight Tour" by any individual
11 thereafter?

12 **M. CLIVE LEE WEIGHILL :**

13 Yes. When as... As the Chief of Police, I had
14 three (3) formal complaints about that, and all of
15 them were found that the individual had made the
16 story up. It was proved, by investigations from
17 the Public Complaints Commission, that the person
18 either wasn't in police custody or the person... I
19 can give, for instance, because we charged this
20 person with public mischief afterwards.

21 **Me ÉRIC LÉPINE :**

22 (Inaudible)? Or Mrs. Mau - m-a-u.

23 **M. CLIVE LEE WEIGHILL :**

24 I can't remember the names. But... and it might be
25 the one I'm going to talk about. So we had one

1 person... an allegation he got home late, told his
2 mother that the reason that he was home late is
3 that the police picked him up and dropped him off
4 outside the city.

5 We started to investigate, the Public
6 Complaints Commission, they got a warrant on the
7 young man's cell phone, and they started tracking
8 back his text messages and where he had been that
9 night, and it was proven that he was on a bus,
10 coming back from the Dunes Casino, with his friends
11 - and it was all on video - and his cell phone, at
12 that exact time, is sending text saying, "I'm
13 fefefefreezing, because the police have dropped me
14 off outside the city." Never happened. He was
15 making up a story.

16 So, once again, because we were able to check
17 GPS, now the police vehicles are in that vicinity,
18 plus we're able to do the background work on this,
19 it was found that it was a bogus complaint.

20 And we had a couple of others along that same
21 line; we got a young woman that said that we had
22 dropped her off out of town. Then we found out it
23 wasn't a police officer, it was actually a taxi
24 that had picked her up. Luckily that she was
25 dropped off by the taxi on a parking lot of a coop

1 store where there's outside video and there's the
2 video of the cab dropping her off. It wasn't a
3 police officer. So, these systems do help us.

4 **Me ÉRIC LÉPINE :**

5 Okay. Last thing is, you mentioned about the
6 Canadian Association Chiefs of Police.

7 **M. CLIVE LEE WEIGHILL :**

8 Yes.

9 **Me ÉRIC LÉPINE :**

10 Are you still involved in that or...?

11 **M. CLIVE LEE WEIGHILL :**

12 Yes, I am. I am the immediate Past President till
13 next year.

14 **Me ÉRIC LÉPINE :**

15 Okay. And this is for municipal police only or...

16 **M. CLIVE LEE WEIGHILL :**

17 Yes.

18 **Me ÉRIC LÉPINE :**

19 ... it includes also...

20 **M. CLIVE LEE WEIGHILL :**

21 It's...

22 **Me ÉRIC LÉPINE :**

23 ... provincial police or...?

24 **M. CLIVE LEE WEIGHILL :**

25 Yes, it's provincial police, so it would be the

1 Sûreté,...

2 **Me ÉRIC LÉPINE :**

3 Okay.

4 **M. CLIVE LEE WEIGHILL :**

5 ... the Ontario Provincial Police, RCMP, municipal
6 police forces and First Nations stand-alone police
7 forces.

8 **Me ÉRIC LÉPINE :**

9 Uh-hum. Did you share with the... within the
10 meeting information about what you just shared with
11 the Commission here with the Quebec Police
12 representatives ,within these kind of meeting?

13 **M. CLIVE LEE WEIGHILL :**

14 I haven't... I can't say I've shared, you know,
15 exclusively with a Quebec representative, but, we
16 had a large conference in Winnipeg, in June of
17 twenty sixteen (2016). We had Perry Bellegarde
18 there, from the Assembly of First Nations, looking
19 at different strategies. A lot of the stuff that
20 we've talked about here this morning was brought up
21 at that convention.

22 Certainly, as our priorities of the
23 Association, stand-alone policing and funding was
24 one of our high priorities. Missing and murdered
25 Indigenous women was another high priority for us.

1 And Indigenous relationships was another high
2 priority, so they're... probably in our top ten
3 (10), near three (3) of our Top ten (10)
4 priorities.

5 **Me ÉRIC LÉPINE :**

6 Very well. Thank you very much. I don't...

7 **M. CLIVE LEE WEIGHILL :**

8 Okay.

9 **Me ÉRIC LÉPINE :**

10 ... have any further questions.

11 **M. CLIVE LEE WEIGHILL :**

12 Thank you.

13 **LE COMMISSAIRE :**

14 Me Hurley? I welcome you. You were not here at
15 the beginning. But before you ask questions, I
16 will just say that I thank you very much for having
17 suggested to us to invite Chief Weighill.

18 -----

19

20

21

22

23

24

25

1 **Me JOHN HURLEY,**
2 **PROCUREUR DU GRAND CONSEIL DES CRIS (EEYOU ISTCHEE) ET**
3 **DU GOUVERNEMENT DE LA NATION CRIE :**

4 Thank you, Mr. Commissioner. I think, on behalf of
5 the Grand Council of the Crees, the Cree Nation
6 Government, I thank the Commission very much for
7 taking the initiative to welcome Chief Weighill
8 here. This has been an extraordinarily helpful and
9 positive presentation of Chief Weighill. So, thank
10 you for coming...

11 **M. CLIVE LEE WEIGHILL :**

12 Thank you.

13 **Me JOHN HURLEY :**

14 ... from Saskatoon. A few broad areas. First, I'm
15 interested in sort of the sequence of events. So,
16 there's the Stonechild, the death of Mr.
17 Stonechild, nineteen ninety (1990),...

18 **M. CLIVE LEE WEIGHILL :**

19 Yes.

20 **Me JOHN HURLEY :**

21 ... and then, nothing much happens until two
22 thousand three, four (2003-4). I mean, you touched
23 on this in your remarks. I guess there were three
24 (3) other deaths, similar deaths that happened at
25 that...

1 **M. CLIVE LEE WEIGHILL :**

2 Yes.

3 **Me JOHN HURLEY :**

4 ... time?

5 **M. CLIVE LEE WEIGHILL :**

6 Yes.

7 **Me JOHN HURLEY :**

8 And that created a certain public pressure to look
9 into the Stonechild situation more?

10 **M. CLIVE LEE WEIGHILL :**

11 Yes.

12 **Me JOHN HURLEY :**

13 That led to the Stonechild Inquiry by Mr. Justice
14 Wright?

15 **M. CLIVE LEE WEIGHILL :**

16 Yes.

17 **Me JOHN HURLEY :**

18 His report comes out in October of two thousand
19 four (2004), ...

20 **M. CLIVE LEE WEIGHILL :**

21 Yes.

22 **Me JOHN HURLEY :**

23 ... and then there's this Committee on Strategic
24 Renewal, which is... used its report in January two
25 thousand six (2006).

1 **M. CLIVE LEE WEIGHILL :**

2 Yes.

3 **Me JOHN HURLEY :**

4 And then you came in on the scene on... at what
5 time?

6 **M. CLIVE LEE WEIGHILL :**

7 September two thousand and six (2006).

8 **Me JOHN HURLEY :**

9 So, as you mentioned in your remarks, people, at
10 that time, people wanted change.

11 **M. CLIVE LEE WEIGHILL :**

12 Yes.

13 **Me JOHN HURLEY :**

14 So that helped.

15 **M. CLIVE LEE WEIGHILL :**

16 It... immensely.

17 **Me JOHN HURLEY :**

18 There was momentum to get things done, to change
19 things. And we look at this Committee on Strategic
20 Renewal, the report, which is very detailed, and
21 the composition of the Committee is very
22 interesting: you had the Mayor, Tribal Chief Glen
23 Johnstone, two (2) Commissioners, Director of
24 Justice. Could you talk a little bit about... this
25 was before you arrived on the scene, I guess?

1 So...

2 **M. CLIVE LEE WEIGHILL :**

3 Yes.

4 **Me JOHN HURLEY :**

5 Nevertheless, there was already a composition,
6 there was the municipal authorities, there were
7 First Nations people who were there, etc., police.
8 People were there as well?

9 **M. CLIVE LEE WEIGHILL :**

10 Yes. And the Police Association.

11 **Me JOHN HURLEY :**

12 Police Association. And they come out with some
13 recommendations on hiring, recruitment and
14 retention of Aboriginal police officers,
15 legislation training. The complaint process was...
16 Mr. Lépine has just touched on. But a number of
17 very important, very practical recommendations.

18 It struck me that, in listening to your
19 comments, that much of what you implemented,
20 because, you know, you were issuing progress
21 reports on implementation of these recommendations?

22 **M. CLIVE LEE WEIGHILL :**

23 Yes.

24 **Me JOHN HURLEY :**

25 And virtually all the recommendations have been

1 implemented?

2 **M. CLIVE LEE WEIGHILL :**

3 The only one that wasn't was a Police Athletic
4 League at the province, that they would found, but
5 they didn't come through with the founding.

6 **Me JOHN HURLEY :**

7 Nevertheless, the large majority of the
8 recommendations were implemented and it strikes me,
9 Mr. Lépine asked about the GPS system. But,
10 virtually all of the other recommendations deal
11 with what we might call "human factors",...

12 **M. CLIVE LEE WEIGHILL :**

13 Uh-hum.

14 **Me JOHN HURLEY :**

15 ... right? It's dealing with people in their
16 recruiting Aboriginal police officers, community
17 outreach, building bridges to First Nations
18 communities, with leadership and so forth, right?

19 **M. CLIVE LEE WEIGHILL :**

20 Absolutely.

21 **Me JOHN HURLEY :**

22 So these are not huge, you know, big ticket items.

23 **M. CLIVE LEE WEIGHILL :**

24 No.

25 **Me JOHN HURLEY :**

1 They're not high cost items.

2 **M. CLIVE LEE WEIGHILL :**

3 No.

4 **Me JOHN HURLEY :**

5 In terms of... So, we're talking about hiring a
6 number of people, but all in all, in the broad
7 scheme, these are fairly modest cost items. Is
8 that a fair statement?

9 **M. CLIVE LEE WEIGHILL :**

10 There's virtually no cost, whether you're hiring
11 Indigenous persons or non Indigenous, it's the same
12 price. So there's no cost.

13 **Me JOHN HURLEY :**

14 And you having coffee or lunch or whatever with
15 First Nations leaders, it's not a big ticket
16 either.

17 **M. CLIVE LEE WEIGHILL :**

18 No.

19 **Me JOHN HURLEY :**

20 Either.

21 **M. CLIVE LEE WEIGHILL :**

22 No.

23 **Me JOHN HURLEY :**

24 Right. So, it strikes me. The population of
25 Saskatchewan is one million (1,M), population of

1 Quebec, something like eight million (8,M).
2 Saskatchewan is a city of two hundred and seventy
3 thousand (270,000), with a Police Force total
4 personnel of about seven hundred (700).

5 Nevertheless, you've been able to implement
6 these extensive recommendations and make a real
7 difference in the way things are unfolding and
8 building bridges between the Police Force and the
9 First Nations people there. So it's a very
10 positive sort of track record, if I may say.

11 I was struck as well by the complaints process
12 - Mr. Lépine just asked you some questions about
13 that - and I thought that some of the
14 recommendations were really very interesting.
15 The... there's an independent body which looks into
16 these complaints, correct?

17 **M. CLIVE LEE WEIGHILL :**

18 That's correct. Civilian body, yes.

19 **Me JOHN HURLEY :**

20 And the...

21 **M. CLIVE LEE WEIGHILL :**

22 Not in police.

23 **Me JOHN HURLEY :**

24 Sorry?

25 **M. CLIVE LEE WEIGHILL :**

1 Not in police.

2 **Me JOHN HURLEY :**

3 Right. And the recommendation is that the... from
4 the complaint be heard at a place which is the
5 choosing of the complainant, a place where they
6 feel at ease, that the investigator not be a former
7 police officer, why is that?

8 **M. CLIVE LEE WEIGHILL :**

9 I think that the, you know, there's always to look
10 at, if it's a police officer, it's going to be...
11 the police, they're going to take the police side
12 on it. But I have to say, in our province, a lot
13 of these investigations are still done by a police
14 officer, or a retired police officer. And I know
15 every... almost every oversight organization in
16 Canada grapples with this problem: how do you get
17 a good investigator that does know to...
18 investigate, so you grappled through with this
19 problem.

20 So it is an arm's length that the civilian
21 that aren't the police, do the final opinion on
22 finding if they're guilty or not. But still, they
23 still rely on some police... some... to do some of
24 the investigations.

25 **Me JOHN HURLEY :**

1 Okay. One of the things that struck me as
2 particularly important was, in getting the buy-in
3 from the Police Association into the changes that
4 you were making... and I wonder if you could talk a
5 little bit more about that, because it's really a
6 crucial point, it seems to me.

7 **M. CLIVE LEE WEIGHILL :**

8 Yes. Well, as I said, when I went there, you know,
9 the Police Association wanted change as well too.

10 And I met with the Union President and people
11 had an understanding that, each of our constituents
12 that we have to represent, but it's only business,
13 let's not take this personal, you know, I've got to
14 take my point of view, you've got to take yours,
15 but let's just treat it as business. And we seemed
16 to hit a good accord on that.

17 Myself and the two (2) deputies, and Stan and
18 his two (2) operation (inaudible) from the
19 Association - like I'm big on this, meeting people
20 all the time - we met every two (2) months and we
21 took turns, either the Association would buy us
22 lunch or we'd buy them lunch, but we met on a
23 schedule of every two (2) months, whether we need
24 it to or not. So we're not just meeting if there's
25 a problem or something like that.

1 Also when we went through exercises like our
2 redeployment exercise, we... - I haven't got time
3 to go through all that today - we went through a
4 huge redeployment exercise, where we put more
5 people back on the street. We had appropriate
6 people from all kinds of... The exercise that we
7 went through, I made sure that the Union President
8 was there. Not that the Union President had been
9 making any comments at all; in fact, I didn't want
10 him to. But I wanted him to be there, so he could
11 hear what his members were saying, what we were
12 saying, and how we came to the conclusion that we
13 did to... for the redeployment, so that when
14 anybody left the room, they couldn't put a spin on
15 and go see him and say, "this is what really
16 happened here, they're trying to screw us one way
17 or the other", like that.

18 He was there, he got to hear everything, so
19 that what trust of from him.

20 And then also, even I got to have a
21 relationship where we started to... you know, when
22 you're first new, you start to feel each other out
23 a little bit, so I would phone him once in a while
24 with something that probably no Union President
25 would have ever been phoned by a Chief before and

1 let him know about something... maybe a promotion
2 of an executive officer before anybody else really
3 knows. Things like that.

4 So that starts to build up trust. And then he
5 would phone me with a thing, "Chief, I got to tell
6 you, this is kind of brewing." And you built up a
7 relationship, and that's... I'm really big on
8 relationships and that's... what turned the tide
9 for the Union to buy into some... except they knew
10 that, the executive wasn't trying to pull something
11 over on them, that they're going to be part of what
12 happened and they'll be fully informed on that, and
13 it worked.

14 **Me JOHN HURLEY :**

15 And you mentioned regular meetings with the police
16 officers with the rank and file to let them know
17 what's going on, etc., etc.

18 **M. CLIVE LEE WEIGHILL :**

19 Yes.

20 **Me JOHN HURLEY :**

21 You mentioned as well that you're up to eighty-five
22 (85) Indigenous police officers, roughly
23 corresponding to the proportion of First Nations
24 people in...

25 **M. CLIVE LEE WEIGHILL :**

1 Yes.

2 **Me JOHN HURLEY :**

3 ... the community. And your target is twice as
4 high. Could you comment a little bit about the
5 reaction of the rank and file? Was there
6 resistance? Acceptance? The essence, how did it
7 work?

8 **M. CLIVE LEE WEIGHILL :**

9 Uh...

10 **Me JOHN HURLEY :**

11 When you were bringing in Indigenous police
12 officers.

13 **M. CLIVE LEE WEIGHILL :**

14 No, there's no resistance whatsoever. I mean, the
15 people that we're bringing in are well qualified.
16 They're qualified candidates, there's nobody
17 getting in that shouldn't be in,...

18 **Me JOHN HURLEY :**

19 Uh-hum.

20 **M. CLIVE LEE WEIGHILL :**

21 ... and there was no resistance at all. I mean,
22 the organization knew it had to do this. I mean,
23 this was no secret. You got a city that's got a
24 huge marginalized population that you see every
25 day. You know that you have to have that... So

1 there's no plain favorites to get anybody in. The
2 people... the qualified candidates were the ones
3 that were being accepted.

4 **Me JOHN HURLEY :**

5 And you mentioned a kind of preparatory, almost
6 like a... not a triggering, not a crash or a
7 cramming session, but a preparatory year, to enable
8 Indigenous people who were interested in becoming
9 police officers to qualify, right? To meet the
10 exam...

11 **M. CLIVE LEE WEIGHILL :**

12 Yes.

13 **Me JOHN HURLEY :**

14 ... requirements?

15 **M. CLIVE LEE WEIGHILL :**

16 Yes.

17 **Me JOHN HURLEY :**

18 So that was a year well...

19 **M. CLIVE LEE WEIGHILL :**

20 Yes.

21 **Me JOHN HURLEY :**

22 ... well spent.

23 **M. CLIVE LEE WEIGHILL :**

24 We've also have a summer student program there too,
25 so that people at some times are in that police

1 preparatory course. We'll hire them for the summer
2 and they'll be in with the cultural unit, and
3 they'll do different facets, especially into the
4 summer. And if we can catch them as a good
5 candidate, we'll try to cast them. It's hard... to
6 recruit a lot of Indigenous candidates in the
7 Prairie provinces. You know, there's a lot of work
8 you know. Chemical wants Indigenous people,
9 government wants Indigenous people, everybody that
10 wants Indigenous people. So I mean, with our
11 history, still... still there, Saskatoon is known
12 for Starlight Tours - everywhere I go, people know
13 about it. With our history, it's hard sometimes
14 to... When I work for somebody else, why would I
15 work for the police if I can get a job pay in this,
16 I know how the workshop work and, I don't have
17 to... the hassle that...

18 **Me JOHN HURLEY :**

19 Uh-hum.

20 **M. CLIVE LEE WEIGHILL :**

21 ... (inaudible).

22 **Me JOHN HURLEY :**

23 Uh-hum. So, the Star Phoenix, in their article
24 "Ten years after", they talked about a turnaround
25 in relations between police and Indigenous people

1 in Saskatoon. Would you agree with that statement?

2 And everything that we read leads us to come
3 to the same conclusion. So, I marked improvement
4 in relations between the police and Indigenous
5 people, but your closing comments and your
6 recommendations I thought were particularly
7 pertinent.

8 And as we were talking in the hall, we
9 mentioned the report that had been done by the
10 report on homelessness in Val-d'Or - which was one
11 of the... key factors in bringing about this
12 Commission - and the author, Professor Sylvestre,
13 talked a great deal about the stresses facing
14 police officers in... Val-d'Or, that's to say,
15 they're often called upon to act as first or only
16 responders to social... problems that you were
17 talking about - mental health, addiction problems,
18 substance abuse and so forth - yet they have no
19 training for it, and they're eloquent to deal with
20 these problems.

21 But the report went farther than that, and
22 they say that, much of the problem... (inaudible)
23 to your comments about root causes. And many of
24 the problems occur because young women, and others,
25 leave a First Nations communities because

1 conditions are so poor there, because of the social
2 stresses that they facing. Many of these stresses
3 related to severely overcrowded housing, right? So
4 they leave their communities, they come to the
5 cities, they find themselves in the streets,
6 they're homeless in the city, and they become
7 victims to violence and abuse. So it's the
8 dynamic, the underlying dynamics seems to remain
9 there.

10 And your concluding remarks, I was wondering
11 if you were feeling a little bit discouraged
12 about... despite all the progress that you've made
13 in relations between police and Indigenous people,
14 yet these incidents, the two (2) stories that you
15 told, these are recent, this is still going on I
16 gather?

17 **M. CLIVE LEE WEIGHILL :**

18 That's right.

19 **Me JOHN HURLEY :**

20 And so the root cause is still not being addressed,
21 if I understand correctly.

22 **M. CLIVE LEE WEIGHILL :**

23 In my opinion, it's not.

24 **Me JOHN HURLEY :**

25 So, what is it going to take, I suppose that's the

1 question that we have to ask ourselves.

2 **M. CLIVE LEE WEIGHILL :**

3 Yes.

4 **Me JOHN HURLEY :**

5 You say it makes the papers for a day or two, and
6 people talk about it for a day or two, and then
7 they get on with their lives. This... and perhaps
8 that's the situation we're facing, right across the
9 country, out West and here as well.

10 Thank you very much indeed for your time and
11 for sharing your experience.

12 **M. CLIVE LEE WEIGHILL :**

13 Thank you.

14 **Me JOHN HURLEY :**

15 Very helpful.

16 **M. CLIVE LEE WEIGHILL :**

17 Thank you.

18 **LE COMMISSAIRE :**

19 Me Boucher? Do you have questions?

20 **Me MARIE-PAULE BOUCHER :**

21 I don't have questions. Thank you.

22 **LE COMMISSAIRE :**

23 Me Coderre?

24 **Me DAVID CODERRE :**

25 I had questions but you answered most of them,

1 actually. I have just one quick precision to ask.

2 **LE COMMISSAIRE :**

3 Do you want to come forward?

4 **Me DAVID CODERRE :**

5 Yes.

6 **LE COMMISSAIRE :**

7 Please. It will be easier for the witness...

8 **Me DAVID CODERRE :**

9 Yes.

10 **LE COMMISSAIRE :**

11 ... he won't have to turn his head.

12 **Me DAVID CODERRE :**

13 Actually it's a very quick precision, so...

14 **LE COMMISSAIRE :**

15 Ah, ah.

16 **Me DAVID CODERRE :**

17 I know that you already testified about that, but

18 you never worked in the province of Quebec,

19 correct?

20 **M. CLIVE LEE WEIGHILL :**

21 No.

22 **Me DAVID CODERRE :**

23 All right. No further questions.

24 **LE COMMISSAIRE :**

25 No?

1 **Me DAVID CODERRE :**

2 Thank you.

3 **LE COMMISSAIRE :**

4 Me Crépeau? Nothing else? Me Lépine?

5 **Me ÉRIC LÉPINE :**

6 Non.

7 **LE COMMISSAIRE :**

8 Non? So it's time for me to thank you very much
9 for having accepted our invitation, after the
10 suggestion of Me Hurley - I repeat that. I think
11 you may be proud of what you have done as Chief of
12 Saskatoon Police Service and your testimony today
13 here, will help us a lot, building, trying to find
14 ways to improve relations between Indigenous people
15 and public services, for instance police, as we are
16 talking about today. So I want to thank you very
17 much again. And if you... some things come to your
18 mind and you think it will be interesting for us,
19 you're always welcome.

20 **M. CLIVE LEE WEIGHILL :**

21 Okay.

22 **LE COMMISSAIRE :**

23 You may communicate with Me Crépeau, he will be
24 happy to hear what you have to say, if there's
25 something else coming to your mind.

1 **M. CLIVE LEE WEIGHILL :**

2 Well, thank you very much. I've been very honoured
3 to be able to come here today and talk about it.
4 Thank you.

5 **LE COMMISSAIRE :**

6 Thanks again. I think... do we have something else
7 today?

8 **Me PAUL CRÉPEAU :**

9 Non.

10 **LE COMMISSAIRE :**

11 Non?

12 **Me PAUL CRÉPEAU :**

13 We covered all the subjects. So I believe that we
14 should call it a day and we still have a lot to
15 read now...

16 **LE COMMISSAIRE :**

17 Ah, I think so.

18 **Me PAUL CRÉPEAU :**

19 ... with what Mr. Weighill...

20 **LE COMMISSAIRE :**

21 So...

22 **Me PAUL CRÉPEAU :**

23 ... left us.

24 **LE COMMISSAIRE :**

25 So we'll adjourn until tomorrow morning, nine

1 thirty (9 h 30)?

2 **Me PAUL CRÉPEAU :**

3 Uh-hum.

4 **LE COMMISSAIRE :**

5 Okay. So, have a good afternoon.

6 **LA GREFFIÈRE-AUDIENCIÈRE :**

7 Veuillez vous lever. L'audience est ajournée à

8 demain vendredi, le vingt (20) octobre à neuf

9 heures trente (9 h 30).

10 -----

11

12 Je soussignée, **Ann Montpetit**, sténographe
13 officielle, certifie sous serment d'office que les
14 pages qui précèdent sont et contiennent la
15 transcription exacte et fidèle des notes recueillies
16 au moyen de l'enregistrement mécanique, le tout hors
17 de mon contrôle et au meilleur de la qualité dudit
18 enregistrement, le tout conformément à la loi.

19 Et j'ai signé :

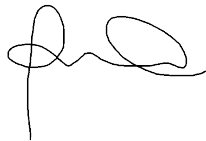
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Ann Montpetit s.o.b.