



St'at'imx Tribal Police - 879 Main Street

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To all of the people of the St'at'imc Nation

As you are aware, there is much publicity across North America focused on the conduct of the police when it comes to visible minorities, and people of colour. In Canada, much of the conversation is focused on the historical relationship between our Indigenous people and the various Canadian police agencies. As history has pointed out, it has rarely been good. Several recent tragedies and negative interactions between the police and our Indigenous people have only added new fuel to the fire that has been raging in the hearts of many.

Many Canadian police agencies are making an overt attempt to renew their commitment to checking their past behaviour, and committing to a renewed effort to better the relationship. I wish them all of the best, but like you, I can only believe that this change can come about if there is a serious effort to deal with the systemic racism that has existed that has led to much strife with our people, including our interaction with the police.

Thirty-one years ago, St'at'imc people made a decision that has changed the relationship with the police. While facing what was at that time an extremely strained relationship between many of our people and the RCMP. The leadership of the St'at'imc Nation negotiated with Canada and the Province of BC to create, and be served by a police service that would be "Uniquely St'at'imc". From the ashes of this strife and frustration, the St'at'imx Tribal Police Service was created, and since that time has served 10 of the 11 the St'at'imc Communities as the primary police service.

While other Communities are today struggling to redefine their relationship with their police service, the communities served by the St'at'imx Tribal Police Service have benefitted from a community-based policing model that reflects the needs, culture, customs and rights of the St'at'imc people, and is committed to the safety and security of our communities and ensures that the St'at'imc people, and others, are always treated with dignity and respect. This commitment is entrenched in the STPS' Mission, Vision, and Values that form the very fabric of our police service.

The governance oversight is I, as your Chief Officer and our Police Board, have absolutely no tolerance for systemic racism in any part of our police service. However, there is always a risk that personal bias might creep into our organization and prevent us from living up to the ideals that we have set out for ourselves. With this in mind, we are always vigilant of this human condition and are committed to making every effort to ensure that it is "in-check" and hold ourselves accountable for our performance. Each member will soon undergo respectful workplace training.

Most importantly, while not perfect, the STPS and Police Board are committed to being the example that all other police services within British Columbia aspire to attain when it comes to their relationship with the people that we serve. This has always been and will continue to be our commitment to you.

Nilth ti, takem n'snuknukwa,



Deborah Doss-Cody, Chief Officer  
Stl'atl'imx Tribal Police Service