Attachment "D"

Trans-gendered Search Policy

This is in follow-up to update the Board on the WPS progress toward a formal policy on searching trans-gendered persons.

Progress to date:

- In February, Gord Friesen, formerly of our policy development group, advised Nahanni Fontaine that WPS had begun research in order to develop a policy.
- Ms Fontaine had kindly offered to facilitate community consultation to assist in the process. I'm advised that what was ultimately agreed upon was that, once the policy was drafted, a meeting of Southern Chiefs' Organization, Sage House and WPS Diversity Relations would be convened.
- As a general statement, the policy will be framed in the context of treating all people with respect and dignity, which is an underpinning of all proper policy.
- Up to now, the research analyst tasked with this policy development has consulted with internal stakeholders for safety and procedural concerns associated with what police are required to do by law.
- The analyst has also approached other Canadian police agencies for applicable policy. This ensures we don't "reinvent the wheel" (as I'm told there's already some solid, relevant policy – and training materials – out there on the topic). At the same time, this helps adopt and spread "best practices" across the country. This is a common step in policy development and we are often approached by other agencies to share our own with them. Agencies do this sharing on a confidential basis.
- Pending approval and any necessary reworking of the draft policy, it is anticipated that we would implement it after our spring transfers (which occur in May).

Prior to implementation, the above-mentioned meeting (Sage House, SCO and WPS) would occur and our Diversity Relations officer would advise these agencies on the policy and seek input and feedback.

- At the present time, such consultation would not include providing the draft policy to external bodies but rather giving an overview of its purpose, intent and main features. As you know, the WPS does not currently publish our operational policies.
- I should add that in the implementation stage we are likely to use a training video produced by another Canadian agency; again, not to reinvent what's already out there in the policing community, but rather to incorporate best practices.

I trust this will be of assistance. I'd be happy to try to answer any questions that may arise on this or other matters.

Steve West

Winnipeg Police Service