

Reinforce Police Services in Indigenous Communities

ENPQ Strategic Measures Reports

2021-2025



CONTEXT

In response to the recommendations of the Viens Commission and the National Inquiry into Missing and Murdered Indigenous Women and Girls, on December 4, 2020, the government announced a grant to École nationale de police du Québec (ENPQ) of **\$9,783,145** (2021 to 2025).



HIGHLIGHTS

ENPQ has adopted an approach that demonstrates its commitment to inclusive training adapted to the realities of Indigenous communities, notably by:

- Respecting the availability of Indigenous Police Forces (IPF), for example, by taking hunting seasons into account;
- Accepting adjustments to usual ratios to ensure training delivery;
- Supporting the local community by booking hotels, meals and training rooms on-site;
- Providing trainers with a quick reference detailing the cultural and logistical particularities of the community to better adapt their approach;
- Deploying a dedicated structure established to meet the needs of Indigenous police forces, consisting of:
 - › an Indigenous coordinator who, among other roles, travels to communities to deliver adapted training, personalize services for each IPF, and represent the organization at events such as the Association of Police Chiefs of First Nations and Inuit of Quebec;
 - › experienced anglophone trainers capable of meeting specific needs;

- › implementation of support measures to promote student success;
- › a team of pedagogical advisors responsible for designing and adapting training programs;
- › specialized translation resources responsible for translating training materials into English, updating the website, and enhancing translated content;
- › a bilingual customer service team ensuring high-quality support in English;
- Integrating IPF into the Client Advisory Committee since 2024.
- Ensuring that 40% of training hours are delivered in English, demonstrating its commitment to meeting the advanced training needs of Anglophone participants.



OBJECTIVES

- ☑ Reinforce police training adapted to Indigenous realities.
- ☑ Improve access to training for Indigenous police cadets and police officers.
- ☑ Support Indigenous police forces.
- ☑ Contribute to respectful, safe, and sustainable relationships.

RESULT



100%

22 Indigenous police forces benefited from the grant.



Measure 3*

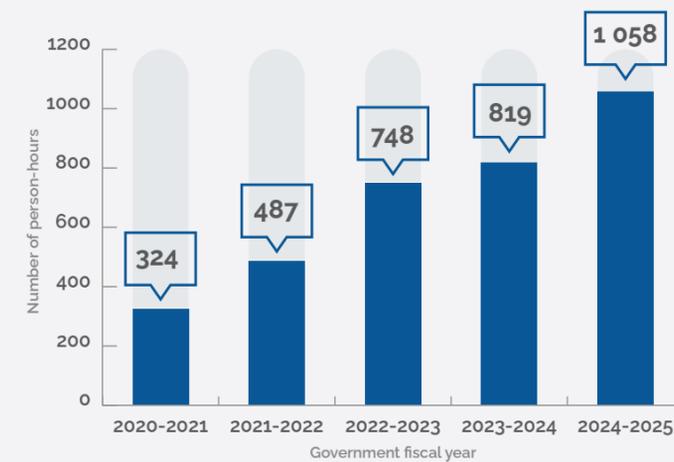
104% of the grant was used for police advanced training, exceeding the initially allocated amount through internal budget adjustments.



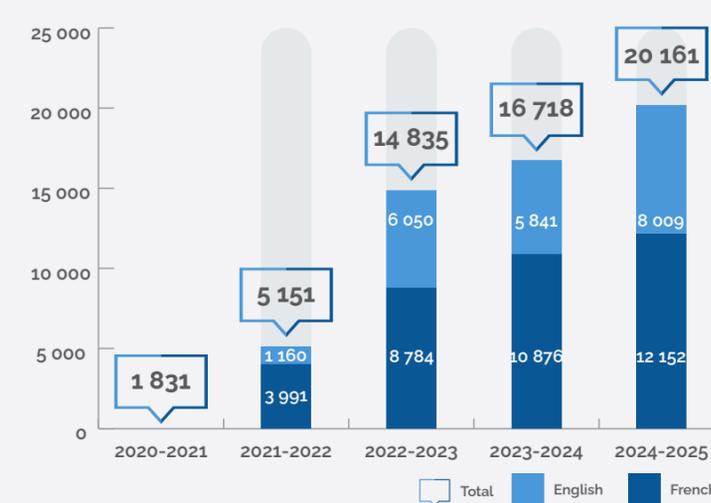
Measure 1*

52% of the grant was used to support the Basic Training Program in Police Patrolling (BTPPP). Despite 144 available places, only 74 participants enrolled, which explains why the allocated budget was not fully used. The unused funds were not billed to the ministère de la Sécurité publique in accordance with the agreement.

Progress in police advanced training enrollment



Increase in training enrollment (in person-hours)



*Details of measures on the back

1. Increasing access for police cadets hired by Indigenous police forces to the Basic Training Program in Police Patrolling

Funding for two cohorts of 12 police cadets admitted to the Indigenous Program at ENPQ until 2025. The total cost of training a police cadet averaged \$29,753 in 2020-2021, including tuition and related fees.

→ GRANT AWARDED

\$3,208,067

→ AMOUNT BILLED

\$1,686,889

→ RESULTS

- 8 cohorts put in place, including the one that began on March 31, 2025:
 - > 4 Francophone cohorts, with a total of 39 registrations;
 - > 1 mixed Francophone cohort, consisting of 10 Indigenous and 8 non-Indigenous participants;
 - > 3 Anglophone cohorts, with 21 registrations.
- 4 Indigenous candidates integrated into the non-Indigenous BTPPP program.

→ HIGHLIGHTS

- Pedagogical content adapted to Indigenous realities.
- Translation of content and Moodle environment.
- Personalized support for cadets by Indigenous trainers.

2. Police intervention and training for Indigenous police forces on domestic violence, sexual assault, and family violence

Development of a refresher training program in domestic violence, sexual assault, and family violence, along with basic investigative concepts, for active officers and investigators in Indigenous police forces.

→ GRANT AWARDED

\$2,252,144

→ RESULTS

- 28 cohorts deployed, including 16 Anglophone and 12 Francophone.
- 284 registrations, distributed between the two language groups.

→ HIGHLIGHTS

- Bilingual development and delivery of training in collaboration with Native Women and the DPCP.
- Integration of these training into some basic Indigenous cohorts program.



3. Increasing access to advanced training for a greater number of Indigenous police officers at École nationale de police du Québec

Advanced training programs delivered both on-site at ENPQ and off-site, translated and adapted for Indigenous participants. The costs, including trainer travel expenses, covered by the measure, exceeding the initially planned annual allocation for 2024-2025.

→ GRANT AWARDED

\$3,812,480

→ RESULTS

- 3 902 registrations for 132 courses
- 67 courses offered in English, improving accessibility for Anglophone participants.
- 104% of the grant invested in advanced training, exceeding the initial allocated amount through internal budget adjustments.

→ HIGHLIGHTS

- 29% increase in registrations between 2023-2024 and 2024-2025, reaching a peak of 1,058 registrations.
- \$282,882 invested in capital, aligning with our vision of sustainable commitment.
- Enhanced training offering in English.
- Integration of Indigenous Police Forces (IPF) into the COBA-pedagogical management software and school records.
- Involvement of IPF in institutional plans, reviews, and calendars.
- Hiring of qualified bilingual trainers.

4. Developing a basic criminal investigation training program exclusively in English

Partnership with the Ontario Police College (OPC) for their Criminal Investigators Training program: Adapting the program to align with Quebec's pedagogical standards and context.

→ GRANT AWARDED

\$510,454

→ RESULTS

- 4 cohorts completed.
- 53 registrations recorded.
- 9 Indigenous police forces enrolled their officers.

→ HIGHLIGHTS

- The supplementary training, Introduction to Recorded Interview Methods in English, was offered in June 2024 to 10 participants, including graduates from the last two cohorts of the Criminal Investigators Training (CIT) program, as well as the 3rd cohort.

