

Maxwell Johnson v VPD Settlement Agreement Overview

Admission of Discrimination

- The Vancouver Police Board (the “Board”) admits that its Constables discriminated against Maxwell Johnson Sr. (“Mr. Johnson”) and his granddaughter because of their Indigenous identity.

Monetary Compensation

- Damages to the Johnson family for injury to dignity, the terms of which are confidential.
- \$20,000 to the Union of BC Indian Chiefs (“UBCIC”) for expenses associated with collecting expert evidence.
- \$100,000 to Heiltsuk Tribal Council (“HTC”) to fund community programming through the Restorative Justice Department.
- \$25,000 to HTC for expenses relating to an apology ceremony to be held in Bella Bella, with additional gifts for witnesses to be provided at the Board’s expense.
- \$12,500 to HTC to fund work and travel expenses related to implementing systemic remedies, as described below.

Additional Remedies

- The Board will host an apology ceremony in Bella Bella and make best efforts to ensure that the Constables who arrested Mr. Johnson and his granddaughter attend the event.
- The Board will display artwork gifted by Mr. Johnson on its website for at least 10 years.
- Upon request by HTC, the Board will provide a letter of support to assist the Restorative Justice Department with seeking future funding for community programming.

Addressing Systemic Remedies

- The Board will work with HTC and UBCIC to develop:
 - improved training in cultural competency and anti-Indigenous racism;
 - improvements to investigation protocols, including to calls involving Indian Status Cards;
 - improvements to identification and handcuffing procedures applicable to Indigenous people; and

- processes that make the Board's complaints process more accessible to Indigenous people.
- The parties will make best efforts to commence this work by November 1, 2022 and complete it within two years.
- The Board will create or modify an existing position to include an anti-Indigenous racism office or officer position to review complaints relating to treatment of Indigenous persons and make recommendations to ensure anti-racist and non-discriminatory practices.
- The Board will publish an annual report on its website documenting complaints by or related to treatment of Indigenous persons, and how they were addressed.
- The Board will establish an oversight committee that includes members appointed by UBCIC and HTC, respectively, to oversee implementation of these systemic remedies.
- The Board agrees to the BC Human Rights Commissioner performing independent, third-party reviews of these systemic remedies initiatives and making those reviews accessible to the public.