

Summary of the Mass Casualty Commission’s Final Report

Through a Gender-Based Violence Lens

This document highlights key findings, quotes and recommendations that are relevant to gender-based violence (GBV) throughout the [Mass Casualty Commissions’ Final Report](#) released on March 30, 2023. The final report spans over 3000 pages and contains 130 recommendations across 7 volumes. The information in this document is drawn from the Executive Summary (see Part E, pp.143-298 for a complete list of recommendations) and Volume 3: Violence, and is organized according to the following themes:

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Key Findings and Recommendations

1. GBV Perpetration and Mass Violence

“The perpetration of gender-based violence is the most robust factor, after being male, of those common traits identified among perpetrators [of mass violence] to date.”
(Violence, p. 246)

- The perpetrator’s pattern of violent behaviour was facilitated by his power and privilege as a white man with professional status and substantial means.
- Violence, and especially mass casualties, are gendered phenomena, committed overwhelmingly by men (although most men do not perpetrate violence).
- Gun ownership, gun-related fatalities and violence are all gendered phenomena.
- There is no predictive psychological profile of mass perpetrators, but looking at gender and gun culture can guide prevention efforts.

- There is a growing body of evidence that many men who commit mass casualties have previously committed gender-based violence (GBV), intimate partner violence (IPV), or family violence.
- This strong connection is overlooked in much research, commentary, and in measures to prevent and respond to violence.

Four Connections Between Gender-Based Violence and Mass Casualties:

1. Perpetrators frequently target a specific woman at the outset of a mass casualty incident. Often, this is the perpetrator's current or former intimate partner, a woman with whom the perpetrator wanted to have an intimate relationship, or a family member.
2. Many perpetrators have a history of GBV including IPV, coercive control, sexual assault, stalking, and harassment.
3. Some mass casualties have been overtly motivated by hatred of women in general or by a belief that women don't deserve respect, security, or equality.
4. Some mass casualties are motivated by misogyny intersecting with other forms of extremism. (Violence p. 247)

- The myth of perpetrators 'snapping' or looking for a turning point disregards the fact that many had a history of violence in their private sphere. This domestic violence (DV) has now escalated or expanded to the public sphere.
- Seeing "private" and "public" violence as two distinct phenomena is incorrect and problematic.
- **Misogyny is a "gateway" to other forms of extremism.**

"Accurately assessing which individuals are at risk of carrying out such attacks will likely prove impossible. The key then to preventing the significant proportion of mass casualty attacks that are linked to gender-based violence is to better prevent gender-based violence." (Dr. McCulloch and Dr. Maher, Executive Summary, p. 254)

*"The mistaken implication is that a "domestic situation" is not one that sets off warning bells. And yet it should, not because every incident of gender-based or family violence will result in mass casualties but because **the first step in prevention is in recognizing the danger of escalation inherent in all forms of violence.** As Commissioners, we believe this lesson to be the single most important one to be learned from this mass casualty. Let us not look away again." (ES, p.267)*

2. Masculinity & Patriarchy

"Promoting healthier masculinities is an important strategy for improving community safety and well-being in two ways: preventing GBV, and improving male health and well-being." (ES, p. 217)

- Men and male-dominated institutions are primarily responsible for perpetuating traditional masculine norms because they benefit from them most.
- The effects of patriarchy are everywhere, common, and rarely challenged.
- Misogyny and unhealthy traditional conceptions of masculinity are root causes of mass casualty incidents.
- It is critical to change the cultural narratives around these issues.

Recommendation C.32 PROMOTING AND SUPPORTING HEALTHY MASCULINITIES (p. 217)

The Commission recommends that

(a) The federal government should develop and implement a national public health education and awareness campaign to promote healthy masculinities.

(b) As part of the National Action Plan to End Gender-Based Violence, the federal government should support research, evaluation and knowledge exchange about promising practices to support healthy masculinities through primary prevention, strategies to intervene in and respond to the perpetration of gender-based violence, and to efforts to promote the recovery and healing of male perpetrators.

(c) All Community Safety and Well-Being Leadership Councils (see Recommendation C.15) should integrate initiatives to promote and support healthy masculinities in primary prevention strategies, in strategies to intervene in and respond to the perpetration of gender-based violence, and in efforts to promote the recovery and healing of male perpetrators.

3. Prevention & Addressing Root Causes

“Ultimately, the most direct route to ending gender-based violence is lifting women and girls out of poverty.” (V, p.442)

- Primary prevention focuses on addressing root causes rather than specific incidents of violence.
- Root causes that contribute to women’s vulnerability to violence include gender inequality, marginalization, and precarious status.

“(…) redressing our collective failure to keep women safe will mean shifting public funding toward prevention – toward addressing the upstream problems, including the causes of male violence and the social and economic conditions that perpetuate women’s vulnerability to violence.” (V, p.400)

This funding should:

- be long-term core funding for services that are known to be effective in meeting the needs of women survivors of GBV and that contribute to preventing it, including interventions with perpetrators.
- the priority should be on funding community-based safety resources and services within communities where marginalized women are located.

Recommendation C.14 ENACTING COMMUNITY SAFETY AND WELL-BEING LAWS
(p. 196)

This recommendation includes a framework that centers: equality and inclusion; a prevention-first approach; social determinants of health, and de-centers policing (which is just one layer/partner in creating safety).

Recommendations C.15-16: COMMUNITY SAFETY AND WELL-BEING LEADERSHIP COUNCIL and FUNDING ALLOCATION

These recommendations suggest establishing a Community Safety and Wellbeing Leadership Council (composed of advocates, etc.) to address social issues and GBV, as well as a funding shift towards prevention, including addressing gaps in rural, remote areas and for marginalized communities.

Recommendation C.17 PROMOTING BYSTANDER INTERVENTION AS A DAILY PRACTICE (p. 201)

This recommendation includes: campaigns; **GBV education and bystander intervention in school curriculum, starting in Kindergarten to Grade 12**; in workplaces, colleges and universities.

Recommendation V.7 COUNTERING VICTIM BLAMING AND HYPERRESPONSIBILIZATION OF WOMEN SURVIVORS (p. 164)

The Commission recommends that Federal, provincial, and territorial governments work with and support community-based groups and experts in the gender-based advocacy and support sector to develop and deliver prevention materials and social awareness programs that counter victim blaming and hyper-responsibilization (holding of an individual to higher standards than what would typically be expected of the average person) of women survivors of gender-based violence.

3. Whole-of-Society, Public-Health Approach to GBV

“Community safety can be improved through community-wide public health approaches. Such approaches include (1) intervening to support and redirect those at risk of perpetrating mass violence; and (2) addressing the root causes of violence.” (ES, p. 159)

- An active and concerted “whole of society” response to GBV is required.

- A society-wide response includes actions by and for men and boys.
- These efforts must include perpetrators or those at risk of perpetration because of early adverse experiences, childhood trauma, and intergenerational trauma.
- **A public health approach has primary prevention rather than criminal justice as its focal point.**

Four lessons learned through our work that can help us to achieve the fundamental reorientation:

1. Mobilizing a whole of society response;
2. Situating women's experience at the centre;
3. Putting safety first;
4. Taking accountability seriously.

Putting safety first necessitates lifting women and girls out of poverty, decentring the criminal justice system, emphasizing primary prevention, and supporting healthy masculinities. (Executive Summary, p. 271)

Public Health Prevention Strategies to End Gender-Based Violence:

- Prevention: stopping violence before it starts
- Early Intervention: stopping violence from escalating and preventing it from reoccurring
- Response: providing services and supports to address existing violence
- Recovery and Healing: helping to break the cycle of violence and reduce the risk of retraumatization. (Violence, p.439)

Recommendation V.14 MOBILIZING A SOCIETY-WIDE RESPONSE (p. 172)

The Commission recommends that

(a) All levels of government in Canada declare gender-based, intimate partner, and family violence to be an epidemic that warrants a meaningful and sustained society-wide response.

(b) Non-governmental bodies, including learning institutions, professional and trade associations, and businesses, declare gender-based, intimate partner, and family violence to be an epidemic that warrants a meaningful and sustained society-wide response.

(c) Men take up individual and concerted action to contribute to ending this epidemic.

IMPLEMENTATION POINTS

- A whole of society response recognizes the range of actors that have roles and responsibilities to contribute to ending this epidemic, including: federal, provincial, territorial, municipal, and Indigenous governments; the health sector and the justice system; the non-governmental and community-based social services sector; businesses, and workplaces; media; schools and educational institutions; communities; and individuals, including survivors and perpetrators.
- A whole of society response respects and values the expertise and experience of survivors and the gender-based violence advocacy and support sector.

Recommendation V.2 A PUBLIC HEALTH APPROACH TO PREVENTING MASS CASUALTY INCIDENTS (p. 160)

Strategies for prevention of mass casualty incidents should adopt public health approaches that are complex, nuanced, and community-wide while also addressing the perspectives, experience, and needs of marginalized communities.

4. Decentering Carceral Responses (Centering Wellness & Safety)

“These assessments of the breadth and depth of the changes required in a decentred criminal justice system suggest that the lesson learned here has two key parts: first, decentring the system, and second, reforming the newly located system.” (V, p.445)

- It is estimated that less than 1% of sexual assaults experienced by women lead to an offender being convicted.
- **Shifting to a focus on putting women’s safety first necessitates decentring the criminal justice system.**
- Law enforcement is only one part of the response to violence.
- Police are not well placed to provide crisis mental health responses.
- **Mental health crisis response should be reallocated** to trained, adequately-funded mental health care providers.

Recommendation C.10 MAINSTREAMING AND INCREASING AVAILABILITY OF MENTAL HEALTH SERVICES (p. 190)

The Commission recommends that Federal, provincial, and territorial governments should develop a national action plan to promote better integration of preventive and supportive mental health care into the Canadian healthcare system, so as to ensure greater **access to these services on an equal level as physical healthcare.**

Recommendation P.75 PREVENTING VIOLENCE AND PROTECTING SAFETY (p.283)

The Commission recommends that Government, police agencies, and police education programs emphasize that working with other gender-based violence advocacy and

support sector members to **prevent an escalation of violence and protect the safety of those who experience violence is the primary purpose of every police response** to a complaint of violence or the expressed fear of violence.

5. Funding GBV and Community-Based Organizations

“Community-based services, and in particular services provided by the GBV advocacy and support sector, need to be viewed in tandem with police agencies as equal partners in preventing violence. These services are front-line public services and are not discretionary.” (ES, p.171)

“Project-based funding is inefficient and causes lapses in effective preventive and support services. Adequate and stable core funding is essential for efficient and effective operation of all organizations forming part of the public safety net in Canada.” (ES, p.171)

- We need to prioritize spending funds where they will best meet the objective of ending GBV.
- Funding related to preventing and effectively intervening in GBV **has been inadequate for many years and this endangers women’s lives.**
- Our collective recognition that organizations in the gender-based advocacy and support sector are partners in ensuring women’s safety is a central foundation for ending the epidemic of GBV.
- Adequate, long-term funding to this sector sets all of us up for success.

Recommendation V.13 EPIDEMIC-LEVEL FUNDING FOR GENDER-BASED VIOLENCE PREVENTION AND INTERVENTIONS (p. 171)

The Commission recommends that Federal, provincial, and territorial **funding to end gender-based violence be commensurate with the scale of the problem.** It should prioritize prevention and provide women survivors with paths to safety.

IMPLEMENTATION POINTS

- Funding should be adequate and include stable core funding for services that have been demonstrably effective in meeting the needs of women survivors of GBV and that contribute to preventing GBV, including interventions with perpetrators.
- These services should be funded over the long term and should not be discontinued until it has been demonstrated that the services are no longer required or an equally effective alternative has been established.
- **Priority should be placed on providing adequate and stable core funding to organizations in the GBV advocacy and support sector.**

- A further priority should be funding community-based resources and services, particularly in communities where marginalized women are located.

7. National-Level Accountability

“A timely whole of society response requires monitoring and evaluation of collective efforts so that we can apply what we learn to contribute to increased women’s safety in the short, immediate, and long terms.” (V, p.454)

Five areas where, as a society, we continue to founder in addressing GBV:

- limited understanding of risk factors and inappropriate and uneven use of risk assessments;
- barriers to reporting;
- reliance on ineffective interventions;
- misconceptions and minimization of coercive control; and
- underfunding and defunding effective interventions.

(Violence, p.271)

Recommendation V.17 NATIONAL ACCOUNTABILITY FRAMEWORK

The Commission recommends that

(a) The federal government **establish by statute an independent and impartial gender-based violence commissioner** with adequate, stable funding, and effective powers, including the responsibility to make an annual report to Parliament.

(b) The federal government develop the mandate for the gender-based violence commissioner in consultation with provincial and territorial governments, women survivors including women from marginalized and precarious communities, and the gender-based violence advocacy and support sector.

IMPLEMENTATION POINTS The commissioner’s mandate could include:

- Working with governments and community organizations to promote coordinated, transparent, and consistent monitoring and evaluation frameworks.
- Providing a national approach to victim-survivor engagement, to ensure their diverse experiences inform policies and solutions (similar to the Australian Domestic, Family and Sexual Violence Commission).
- Developing indicators for all four levels of activity (individual, relational, community, societal) and reporting to the public at least once a year.

- Establishing and working with an advisory committee that consists of women survivors, particularly marginalized women survivors, and representatives of the gender-based violence advocacy and support sector.
- Contributing to a national discussion on gender-based violence, including by holding biannual virtual women's safety symposiums.
- Assisting to coordinate a national research agenda and promoting knowledge sharing.

8. Reporting

“New community-based systems for reporting gender-based violence must be developed to respond to the safety needs articulated by women. Specific attention must be paid to the needs of marginalized women survivors and the needs of other women who are vulnerable as a result of their precarious status or situation.” (ES, p. 167)

- Many women do not report violence to the police because they believe/know that the criminal justice system is not a safe route to escape danger.
- We must refrain from locating the barriers of reporting at the individual level.
- The focus must be on the systems that respond to violence.

Recommendation V.9 CREATING SAFE SPACES TO REPORT VIOLENCE (p. 167)

The Commission recommends that

(a) Governments, service providers, community-based organizations, and others engaged with the gender-based violence advocacy and support sector take a systemic approach to learning about and removing barriers to women survivors, with a focus on the diverse needs of marginalized women survivors and the needs of other women who are vulnerable as a result of their precarious status or situation.

(b) Community-based organizations, supported by governments, should **develop safe spaces suited to their community needs in which women can report violence** and seek help.

(c) Community-based reporting systems should include the capacity to move beyond individual incidents and identify and address patterns of violent behaviour.

(d) Community-based reporting systems should be linked with the police in a manner that takes into account the input and needs of women survivors.

9. Data Collection and Research

“Our inescapable conclusion is that failures to protect women from gender-based violence cannot be attributed to a lack of knowledge.” (V, p311)

- A clear data-collection, research, and policy strategy is necessary to build our understanding of mass casualty incidents.
- There is a need for a common definition of mass casualty to facilitate tracking and research.
- The definition must address existing gender bias and permit research and policy exploration of the links between mass casualty incidents and GBV.

Recommendation V.1 FRAMEWORK FOR TRACKING MASS CASUALTY INCIDENTS (p. 157):

This recommendation suggests more comprehensive data collection on perpetrators of mass casualty incidents, including:

- History of violence and gender-based violence (SV, coercive control, threats, criminal harassment, etc.)
- History of reports and charges
- Hate-based crimes and extremism
- History of childhood violence/witnessing
- Animal abuse
- Relationship to victims
- Access to weapons

10. Women/Survivor-Centered Processes

“One of the central principles of the Commission’s “lessons learned” is that the experiences of women survivors must be at the centre of all aspects of our collective work to prevent and intervene in gender-based violence” (V, p.430)

Recommendation V.8 WOMEN-CENTRIC RISK ASSESSMENTS (p. 166)

The Commission recommends that

- (a) The federal government should initiate and support the development of a common framework for women-centric risk assessments through a process led by the gender-based violence advocacy and support sector.
- (b) All agencies responsible for the development and application of risk assessment tools integrate this common framework into their work in collaboration with the gender-based violence advocacy and support sector and on the basis of direct input from women survivors.
- (c) The common framework and the risk assessment tools built on this framework have a dual aim of ensuring an effective response to immediate threats and long-term protection

Recommendation V.15 WOMEN-CENTRED STRATEGIES AND ACTIONS

The Commission recommends that

- (a) All organizations and individuals adopt women-centred strategies and actions to prevent, intervene in, and respond to gender-based violence, and to support restoration and healing;
- (b) Women-centred strategies and actions be facilitated through the development and support of holistic, comprehensive, coordinated, collaborative, and integrated advocacy, support, and services.
- (c) Women-centred solutions focus foremost on taking active steps to listen to, learn from, and situate the most marginalized and oppressed women and women living in precarious circumstances.

IMPLEMENTATION POINTS

• **Recognition of the expertise and experience of the gender-based violence advocacy and support sector, including survivors of gender-based violence, is essential.**

No effective solutions can be developed without input from the people for whom they are being developed.

- Tailored solutions are required in recognition that there is no effective “one size fits all” approach.
- Institutional and personal dynamics that result in silencing women must be actively noticed, identified, resisted, and remedied.
- Women should be seen as members of communities rather than in purely individualistic terms.
- Approaches should affirm and support women’s agency.

Recommendation V.16 PUTTING WOMEN’S SAFETY FIRST

The Commission recommends that

- (a) All governments and agencies should prioritize women’s safety in all strategies to prevent, intervene in, and respond to gender-based violence and in those designed to support recovery and healing.
- (b) **Governments should shift priority and funding away from carceral responses and toward primary prevention**, including through lifting women and girls out of poverty and supporting healthy masculinities.

(c) Governments should take steps to ensure women are resourced so they can stay safe and find paths to safety when they are threatened, including by lifting women and girls out of poverty with a focus on marginalized and oppressed women and women living in precarious situations.

(d) Governments should employ restorative approaches in cases where a woman-centred approach is maintained and survivors are adequately supported and resourced.

11. Gun Control

“Priority should be placed on reducing access to the most dangerous, high-capacity firearms and ammunition in recognition of the risks they pose and the fact they do not serve a hunting or sporting purpose.” (ES, p. 205)

- The safety of women survivors of intimate partner violence is put at risk by the presence of firearms and ammunition in the household.

Recommendation C.21 REDUCING GUN LETHALITY (p. 205)

The Commission recommends that

(a) The federal government should amend the Criminal Code to prohibit all semi-automatic handguns and all semi-automatic rifles and shotguns that discharge centre-fire ammunition and that are designed to accept detachable magazines with capacities of more than five rounds.

(b) The federal government should amend the Criminal Code to prohibit the use of a magazine with more than five rounds so as to close the loopholes in the existing law that permit such firearms.

(c) The federal government should amend the Firearms Act (i) to require a licence to possess ammunition; (ii) to require a licence to buy a magazine for a firearm; and (iii) to require a licensee to purchase ammunition only for the gun for which they are licensed.

(d) The federal government should establish limits on the stockpiling of ammunition by individual firearms owners.

(e) The federal government should reform the classification system for firearms and **develop a standardized schedule and definitions of prohibited firearms** within the Criminal Code of Canada, with an emphasis on simplicity and consistency.

(f) The federal government should take steps to rapidly reduce the number of prohibited semi-automatic firearms in circulation in Canada.

Recommendation C.22 REVOCATION OF FIREARMS LICENCES FOR CONVICTION OF GENDER-BASED, INTIMATE PARTNER, OR FAMILY VIOLENCE (p.206)

The Commission recommends that

(a) The federal government should amend the Firearms Act to automatically revoke the firearms licences of persons convicted of domestic violence or hate-related offences.

(b) The federal government should amend the Firearms Act to suspend the firearms licences of persons charged with such offences; where such charges are diverted, withdrawn, stayed, or otherwise resolved without trial, the suspension should remain in place and the burden of proof should be on licence holders to demonstrate they are not a risk or a threat to others.

(c) The federal government should consult with Indigenous groups, the gender-based violence advocacy and service sector representatives of rural communities, firearms officers, and police services to create guidance for the consistent, effective, and safe enforcement of these provisions.

IMPLEMENTATION POINT • We endorse jury recommendation #13 of the Ontario Office of the Chief Coroner's 2022 inquest into the murders of Carol Culleton, Anastasia Kuzyk, and Nathalie Warmerdam (the Renfrew County Inquest). This recommendation would require all police services to immediately inform the chief firearms officer (CFO) of charges related to intimate partner violence after they are laid, and provide any relevant records, including Firearms Interest Police information collected for the police database and used by chief firearms officers to screen applicants for firearms licences.

Recommendation C.25 EFFECTIVE, CONSISTENT, AND ACCOUNTABLE ENFORCEMENT OF FIREARMS REGULATIONS (p. 209)

This recommendation includes engaging with GBV sector to determine how to enforce orders.

Recommendation C.26 PUBLIC HEALTH APPROACH TO GUN SAFETY (p. 212)

This recommendation including: the need for public education, legislation to affirm that gun ownership is a privilege, not a right in Canada, a national firearms hotline, a framework for the establishment of a duty of care to report concerns about potential violence and firearms, etc.

12. Coercive Control

- Coercive control is problematic and poorly understood in Canadian society, including by the police.
- Misconceptions about the nature of coercive control and the harms that result from it contribute to a lack of effective prevention, interventions, and responses.

Recommendation V.12 EFFECTIVE APPROACHES TO ADDRESSING COERCIVE CONTROL AS A FORM OF GENDER-BASED INTIMATE PARTNER AND FAMILY VIOLENCE (p. 170)

The Commission recommends that

- (a) Federal, provincial, and territorial governments establish an expert advisory group, drawing on the gender-based violence advocacy and support sector, to **examine whether and how criminal law could better address the context of persistent patterns of controlling behaviour** at the core of gender-based, intimate partner, and family violence.
- (b) The federal government amend the Criminal Code to recognize that **reasonable resistance violence by the victim of a pattern of coercive and controlling behaviour is self-defence**.
- (c) Where they have not already done so, provincial and territorial governments **amend their family law statutes to incorporate a definition of family violence that encompasses patterns of coercive and controlling behaviour as a factor** to be considered in proceedings under these statutes.
- (d) All provincial and territorial governments work collaboratively with the gender-based violence advocacy and support sector, policy-makers, the legal community, community safety and law enforcement agencies, and other interested parties to develop educational and public awareness campaigns about coercive control.

IMPLEMENTATION POINT • We support the adoption and implementation of the Renfrew County Inquest jury recommendation 38: Ensure that IPV [intimate partner violence]-related public education campaigns address IPV perpetration and should include men's voices, represent men's experiences, and prompt men to seek help to address their own abusive behaviours. They should highlight opening the door to conversations about concerning behaviours.

13.RCMP/Police: Institutional Change and Accountability

“Naming and countering the operation of misogyny, racism, homophobia, and other inegalitarian attitudes within policing must be placed at the heart of strategies to improve everyday policing. If police continue to disbelieve women, operate in ignorance about how violence and trauma present, and work in a silo rather than as part of a coordinated community safety system, the problems we have documented in this Report will persist.” (ES, p.282)

- A cultural shift is required so that:

- a) our institutions accommodate accessible, safe, and credible reporting mechanisms;
 - b) promoting crime prevention and community safety becomes a shared responsibility;
 - c) existing systemic biases favouring privileged perpetrators are addressed.
- Some aspects of the RCMP's management culture impede its operational effectiveness and thwart institutional learning and accountability.
 - Unhealthy patterns within the RCMP include:
 - a resistance to acknowledging and taking steps to rectify errors;
 - a lack of cultural resources for responding constructively to conflict and criticism;
 - an aversion to being responsible for conveying bad news or for making decisions that may be criticized;
 - the tendency to make derogatory characterizations of those with whom one experiences conflict; and
 - a resistance to acknowledging and grappling sincerely with difficult institutional truths, including the operation of sexism and systemic racism within the RCMP.
 - institutional responses and current structures decrease trust and confidence in the police and the criminal justice system and diminishes rather than enhance women's safety.

Recommendations V.3 and V.4: EXTERNAL EVALUATION AND REVIEW OF RCMP BEHAVIOURAL SCIENCES BRANCH (pp.160-161)

These recommendations include: the need for external evaluation and periodic reviews of RCMP policies, procedures, practices and training pertaining to Forensic psychological autopsies to assess and improve practices and counter bias, stereotypes, and victim blaming.

Recommendation V.6 INTIMATE PARTNER VIOLENCE AND POLICE AND PROSECUTORIAL DISCRETION TO LAY CRIMINAL CHARGES (p. 164)

The Commission recommends that

- (a) **Police and Crown attorneys / counsel carefully consider the context of intimate partner violence, and particularly coercive control, when criminal charges are being contemplated against survivors of such violence;** and
- (b) Police investigations and public prosecutions should engage subject matter experts to help ensure that the dynamics of intimate partner violence are understood.

Recommendation V.10 REPLACEMENT OF MANDATORY ARREST AND CHARGING POLICIES AND PROTOCOLS FOR INTIMATE PARTNER VIOLENCE OFFENCES (p. 168)

The Commission recommends that

- (a) Provincial and territorial governments **replace mandatory arrest and charging policies and protocols for intimate partner violence offences with frameworks for structured decision-making by police, with a focus on violence prevention.**
- (b) The federal government initiate and support a collaborative process that brings together the gender-based violence advocacy and support sector, policy-makers, the legal community, community safety and law enforcement agencies, and other interested parties to develop a national framework for a women-centred approach to responding to intimate partner violence, including structured decision-making by police that focuses on violence prevention.
- (c) Provincial and territorial governments, working with gender-based violence advocacy and support sectors, develop policies and protocols for implementing this national framework to address jurisdiction-specific needs.

IMPLEMENTATION POINT • One model worth exploring in planning the national initiative is the approach taken in the development of the Canadian Framework for Collaborative Police Response on Sexual Violence.

Recommendation V.11 EXTERNAL ACCOUNTABILITY MECHANISM FOR POLICING RESPONSES TO INTIMATE PARTNER VIOLENCE (p. 169)

The Commission recommends that

- (a) The federal government support the gender-based violence advocacy and support sector to work with police services to expand upon the National Framework for Collaborative Police Action on Intimate Partner Violence.
- (b) This framework should include an external accountability mechanism.

IMPLEMENTATION POINT • **The Improving Institutional Accountability Project model (VACR) or a similar model should be considered.**

Recommendation C.6 REVITALIZING POLICE-BASED VICTIM SERVICES WITH A DUTY OF CARE (p. 182)

The Commission recommends that

- (a) The RCMP and other police services adopt policies recognizing a duty of care in the provision of services to survivors and affected persons.

(b) All police personnel communicating with survivors and affected persons do so pursuant to trauma-informed and victim-centred principles, and that they receive the education, mentoring, and support required to integrate these principles effectively.

(c) RCMP policies, protocols, and training recognize the priority of providing to survivors and affected persons full and accurate information at the earliest opportunity, including through regularly scheduled contact updates even where there is no new information to provide. (...)

Recommendation P.36 PRINCIPLES OF POLICING (p. 249)

This recommendation lists the principles for police accountability towards the public.

Recommendation P.37 TAKING RESPONSIBILITY (p. 249)

This recommendation states that the police needs to be able to own up to mistakes and take responsibility.

Recommendation P.49 A COMPREHENSIVE EXTERNAL REVIEW OF THE RCMP (p.258)

The Commission recommends that The federal minister of public safety commission the **in-depth, external, and independent review of the RCMP** recommended by Mr. Bastarache in his 2020 report Broken Dreams, Broken Lives. In addition to examining the matters raised by Mr. Bastarache, this review should specifically examine the RCMP's approach to contract policing and work with contract partners, and also its approach to community relations.

Recommendation P.51 REWRITE AND PUBLISH RCMP POLICIES (p. 259)

This recommendation includes: restructuring the RCMP; moving to a 3-year degree model for police training; reviewing the use of force.

Recommendation P.58 CONFLICT RESOLUTION SKILLS (p. 265)

This recommendation suggests making conflict resolution training mandatory for RCMP members before promotion.

Recommendation P.59 RCMP MANAGEMENT CULTURE (p. 266)

This recommendation asks for transparency regarding how the RCMP selects, develops, recognizes, and rewards its commissioned officers and those in equivalent civilian role, and asks the RCMP to make a plan to disrupt the unhealthy aspects of the RCMP's management culture.

Recommendation P.70 CANADIAN POLICE EDUCATION (p.277)

This recommendation states that by 2032, the minimum standard for police education should be a three-year police education degree, including teachings by subject-matter experts.

Recommendation P.73 COMMUNITY-ENGAGED POLICING (p.281)

The Commission recommends that

(a) Police agencies should adopt policies and practices that encourage frontline police to consult with community subject matter experts on questions that will help them better understand and serve their communities. These policies and practices should permit consultation on operational matters.

(b) **Community subject matter experts should be paid fairly for their work**, and police agencies should establish a budget for this purpose.

Recommendation P.74 COUNTERING SYSTEMIC BIAS (p.282)

The Commission recommends that Government, police agencies, and police education programs make the goal of identifying and countering the operation of misogyny, racism, homophobia, and other inequalitarian attitudes central to every strategy for improving the quality of everyday policing in Canada.