



May 21<sup>st</sup>, 2024

Councilor Markus Chambers, Chair of Winnipeg Police Board  
Members of the Winnipeg Police Board

VIA Email: [mchambers@winnipeg.ca](mailto:mchambers@winnipeg.ca)  
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Re.: Recommendations for the Next Chief of the Winnipeg Police Service

The Police Accountability Coalition (PAC) is a coalition of over 100 community-based organizations committed to seeking meaningful change to address police violence and systemic racism. Our coalition includes Black and Indigenous led as well as allied organizations. We are writing to follow up on our previous conversation on the importance of the role of Chief of Police in establishing and maintaining a culture of mutual respect and understanding between the various Winnipeg communities that the Winnipeg Police Service is meant to serve.

Leadership in any organization cannot create a culture they do not practice. However, that practice must be more than performative. Leadership must believe in and then embody what they expect from every other member of the organization over which they hold power. Below are the key qualities PAC deems essential leadership attributes to ensure the next chief will advance a culture of safety for all of Winnipeg's inhabitants:

- 1) A person who is aware of their audience and communicates honestly and effectively, with professionalism and cultural competence. This includes honestly communicating on current policies and why they are practiced.
- 2) A person with the ability to actively listen to dissenting voices without becoming defensive or reactionary. This includes criticism of policies with a demonstrated understanding of how these policies work against best practices by perpetuating mistrust in policing.
- 3) A person who has a strong and consistent history of authentic, hands-on, creative engagement with community groups, including those focused on community mental health and addictions, poverty reduction, and other community-based serving organizations that serve to de-task police services. This history and commitment should be accompanied by measurable markers of success.

- 4) A demonstrated commitment to systemic and cultural change within the police service, with measurable and reportable markers of changes in culture, policy, and practices.
- 5) A person who actively seeks to form a service that represents not just the general demographics of the city of Winnipeg, but the communities that are over-represented in policing and thus the legal system as a whole.

PAC would be pleased to discuss these recommendations further as well as how to track them as job performance measurements for the eventually successful candidate. We look forward to your response.

Sincerely,



On Behalf of PAC Co-Chairs:  
Angelina Pelletier  
Teruni Walaliyadde  
Abdikheir Ahmed