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Piloting Body-Worn Cameras in Iqaluit

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List of Acronyms

ATIP	Access to Information and Privacy
BWC	Body-worn cameras
C&IP	Contract & Indigenous Policing
DEMS	Digital Evidence Management System
HBA	Hard Body Armour
ITK	Inuit Tapiriit Kanatami
NCROPS	National Criminal Operations
NCPIPS	National Crime Prevention and Indigenous Policing Services
NWAC	Native Women's Association of Canada
NTI	Nunavut Tunngavik Inc.
NYAC	National Youth Advisory Committee
NYS	National Youth Services
NIO	National Indigenous Organizations
OM	Operational Manual
ORU	Operational Research Unit
RIRS	RCMP Indigenous Relations Services
RM	Regular member
RMS	Records Management System
SB/OR	Subject Behaviour/Officer Response

Executive Summary

In fall 2020, the Government of Nunavut, with support from the Government of Canada and the RCMP in Nunavut ("V" Division), expressed interest in conducting a body-worn camera (BWC) pilot in Iqaluit.

The goals of the pilot were to:

- engage and consult with the community throughout the implementation of BWCs;
- assess community perceptions and cultural acceptance of officers responding to calls equipped with BWCs in remote and Indigenous communities;
- identify issues and best practices regarding the use of BWCs using existing technology;
- assess the impact of BWC implementation on administrative and operational outcomes, such as public complaints and the use of police intervention options; and,
- solicit feedback from RCMP officers on their experience using BWCs.

Consultations began in the summer of 2020. These included government officials and Indigenous leaders and organizations at both the local and national levels, as well as youth in Nunavut through the RCMP's National Youth Advisory Committee.

Following these consultations, the RCMP in Nunavut launched a public awareness campaign to promote the upcoming RCMP BWC pilot to the people of Iqaluit. This involved several platforms, including: posters, pamphlets, a webpage, media interviews, and press releases. This helped ensure information about the pilot reached as many people in Iqaluit as possible.

Key facts and figures from the pilot

- 53 RCMP officers wore BWCs on duty from November 30, 2020 to May 31 2021.
- 772 (14 per cent) of the 5,421 police occurrences during this period were captured on 3,651 videos.
- Videos averaged nine minutes in length.
- The 525 hours of recorded video required approximately 1246 GB of storage.
- Roughly six per cent of all the videos were redacted for court, with every minute of video requiring approximately four minutes to redact.
- There were 17 external requests for the BWC policy.

Community survey results

A total of 73 community members participated in the community survey and, overall, reported positive views of BWCs.

Most respondents "agreed" or "strongly agreed" that BWCs:

- increased their trust in the police (68.5 per cent)
- helped the police to be more transparent (77.2 per cent)
- increased public safety (61.5 per cent)
- improved the relationship between the police and the community (61.4 per cent)

Approximately one-third of respondents (35.8 per cent) reported they "agreed" or "strongly agreed" that BWCs would reduce police use of force.

Almost all respondents (92.9 per cent) agreed that they had no cultural, religious, or spiritual concerns with the use of BWCs in their community.

Some respondents raised concerns about the RCMP's BWC policy (e.g., when to turn BWCs on/off, privacy concerns with publicly releasing video footage); these issues are being considered and clarified in the development of national BWC policy.

A race-based analysis of the community survey responses found that there was an underrepresentation of Inuit respondents. In the future, a different approach using non-police and/or third-party data collection should be considered to improve response rates.

Three statistically significant differences were observed between respondents who identified as White and respondents who identified as Inuit:

- While just under one-third of white respondents (28 per cent) reported believing that BWCs would reduce police use of force, 69 per cent of Inuit respondents reported believing this.
- Most White respondents reported "disagreeing" or "strongly disagreeing" that BWCs are an invasion of their personal (75 per cent) and community privacy (81 per cent), while fewer Inuit respondents reported "disagreeing" or "strongly disagreeing" with this statement (31 per cent for personal privacy and 38 per cent for community privacy).
- No White respondents reported having cultural, religious, or spiritual concerns with the use of BWCs in their community; however, 15 per cent of Inuit respondents did.

RCMP officer survey results

Participating officers were generally satisfied with the overall performance of the BWC, and indicated the cameras made them feel safer on the job.

Most officers (85 per cent) supported adopting BWCs for all frontline officers. Concerns were raised regarding BWC equipment (e.g., battery life, video footage in low-light conditions); however, newer BWC models will address these issues.

Some concerns were also expressed regarding mounting the BWC onto body armour and outerwear. Officers also indicated some concerns with regard to BWC policy (e.g., privacy issues, clarity), which are being addressed in the development of national BWC policy.

Most officers reported that they did not observe a change in their behaviour or the behaviour of the public during the pilot project.

Operational and administrative outcomes

Other relevant statistics such as:

- crime trends,
- the use of officer intervention options (use of force),
- public complaints, and
- Access to Information and Privacy (ATIP) requests

were also captured throughout the pilot. Data captured during the course of the pilot were compared with data from previous years and did not appear to significantly differ. However, it is difficult to fully assess the impact of BWCs on these trends due to the COVID-19 pandemic and lockdowns that occurred in Iqaluit during the pilot period. The RCMP will continue to analyse these trends as part of the broader national rollout.

Next steps

The RCMP's work towards rolling out BWCs and a Digital Evidence Management System (DEMS) across the country is ongoing. The initial test zones will be in a mix of remote, rural, and urban communities.

Iqaluit will be one of the first locations in Nunavut to receive the newly acquired tool and technology, once the national program is established.

The national rollout of BWCs will apply a culturally sensitive and consultative approach, similar to the approach undertaken for the pilot project, which considered the needs of remote Indigenous communities.

Representatives from the pilot working group are included in the national procurement and implementation process. Best practices from this pilot will inform consultative and engagement frameworks for the broader national BWC rollout.

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Piloting Body-Worn Cameras in Iqaluit

The Royal Canadian Mounted Police (RCMP) is in the process of developing a national body-worn camera (BWC) program as part of its proposed Digital Evidence Management initiative, for deployment across Canada. The Government of Nunavut, with support from the Government of Canada and the RCMP in Nunavut ("V" Division), expressed interest and were in a state of readiness to begin a BWC pilot in Iqaluit. The environment in "V" Division presents a set of unique challenges (e.g., limited technological infrastructure, extreme climate conditions, limited personnel for administrative support, language and cultural barriers), and a need was identified to assess the applicability of existing processes and best practices, including in relation to community acceptance and support for this technology.

To ensure the success of the pilot, "V" Division and National Headquarters' (NHQ) Contract & Indigenous Policing (C&IP) directorate established a robust working group to support awareness, consultation, and evaluation activities. This included representatives from "V" Division (i.e., Commanding Officer, BWC Project Manager, BWC Coordinator, and Detachment Commander), RCMP Indigenous Relations Services (RIRS), National Criminal Operations (NCROPS; BWC policy centre), National Communication Services (NCS), National Youth Services (NYS), Learning and Development (L&D), Gender Based Analysis+ (GBA+) Secretariat, Operations Systems Services Centre (OSSC), and Operational Research Unit (ORU).

"V" Division started equipping members with BWCs on November 30th, 2020. The number of officers wearing cameras increased over time (i.e., a phased approach). In Phase 1, two officers on each shift wore cameras, amounting to eight cameras in total. In Phase 2 (beginning in January 2021), four officers on each shift wore cameras, amounting to 16 cameras in total. Finally, in Phase 3 (beginning in February 2021), all general duty officers on each shift wore cameras, amounting to 24 cameras in total. This was done so that changes could be made as the pilot progressed based on new information obtained from earlier users.

Several outcomes were measured as part of this pilot project to evaluate the approach and inform the broader BWC roll-out.[1] One primary concern was community perceptions and cultural acceptance of officers responding to calls equipped with BWCs in remote and Indigenous communities. C&IP and "V" Division collaborated to conduct public engagement with the Indigenous community and stakeholders in Iqaluit prior to deploying the BWCs, during the deployment, and at completion. Feedback received informed the best approach to meet and respond to Indigenous community perceptions and needs. The pilot also aimed to identify the resources required to manage digital evidence and Access to Information and Privacy (ATIP) requests, as well as the impact that BWCs may have on public complaints, use of police intervention (i.e., use of force), and crime trends. Furthermore, officer perceptions of the cameras and training program were assessed.

Consultation with Organizations and External Stakeholders

During the development of the pilot, consultation occurred with multiple organizations and external stakeholders. Importantly, the community awareness materials (e.g., posters) were shared with Inuit Tapiriit Kanatami (ITK), Native Women's Association of Canada (NWAC), Pauktuutit

[1] This assessment should not be considered part of the current national BWC/DEM project and procurement; however, the results will help define potential implementation strategies and barriers in other remote communities.

Inuit Women of Canada, and Nunavut Tunngavik Inc. (NTI), prior to their broader distribution. There were no concerns from any of these groups; rather, NWAC reported that they were happy to see Indigenous people represented and requested that the cultural component (e.g., Nunavut flag, inukshuk) be retained. They also supported plans to extend the pilot to other communities in Nunavut. Pauktuutit Inuit Women of Canada agreed to continue communications and officially signed an agreement to formally work together on initiatives in January 2021. RCMP Indigenous Relations Services (RIRS) continued to update the National Indigenous Organizations (NIOs) as material was finalized. During this period, the NIOs raised questions about video retention and civil implications. As such, information related to video retention was added to the public "V" Division website and distribution material (i.e., pamphlets). The policy was a live document that continued to be updated as best practices arose.

In addition to Indigenous stakeholders, National Youth Services (NYS) consulted with the National Youth Advisory Committee (NYAC) about the materials. The NYAC is comprised of approximately 125 diverse youth (aged 13-21) from across Canada, representing every province and territory, including representatives from Nunavut. The opinions and perspectives of NYAC were reviewed by the internal working group, and updates were made to the information presented on the website. Specifically, members of the NYAC were relatively universal in their opinion that BWCs would increase transparency and security in policing. However, alumni members (i.e., prior members of the NYAC; $n = 94$) had questions about who owns the videos and privacy. As such, a link to the external Privacy Impact Assessment (PIA) executive summary was added to the "V" Division website.

An external BWC working group met regularly prior to the pilot's rollout. This group consisted of: Senator Patterson (the Senator for Nunavut), officials from the Office of the Minister of Northern Affairs, members of Parliament for Nunavut, members of the Nunavut Legislative Assembly (specifically representing the district of Tununiq, Arviat North-Whale Cove), members of Nunavut Tunngavik, members of City Hall from the City of Iqaluit, Deputy Minister of Justice for Nunavut Mansell, members of the Kivalliq Inuit Association, members of the Kitikmeot Inuit Association Social and Cultural Development Association, members of the Qikiqtani Inuit Association, and the Kativik Regional Police Force (serving 14 remote northern communities), alongside representatives from the RCMP's "V" Division. In addition, "V" Division planned consultation with Victim Services and LGBTQ+ groups, but the pandemic made it challenging to engage these groups. Similarly, "V" Division regularly reached out to the Public Prosecution Service of Canada (PPSC) on various directives, particularly in relation to video vetting criteria. As the pilot study came to an end in April 2021, "V" Division met with Senator Patterson and other officials regarding the eventual national BWC roll-out. Unfortunately, in-person interactions and community consultations such as town halls were not conducted due to COVID-19 restrictions.

Community Consultation

Community Awareness of the Body-Worn Camera Initiative

Literature Review and Environmental Scan

To support the work of "V" Division, the ORU conducted an environmental scan to better understand challenges that might arise in remote and Indigenous communities should BWCs be worn by RCMP regular members (RMs) in Nunavut. In addition, a review of best practices for

obtaining the opinions of diverse populations (i.e., socioeconomically, racially, geographically) was included. The literature identified several relevant issues that were considered for the pilot and should be considered when BWCs are to be deployed in remote and racialized communities.

Namely, the literature identified issues surrounding: (1) racial profiling (American Civil Liberties Union, 2002; Ontario Human Rights Commission, 2016), (2) the failure of cameras to capture systemic issues/contextual factors (Glasbeek et al., 2020), (3) the necessity for broader commitments to police-community reparation, over and above camera deployment, (4) unique environmental hazards, (5) resource availability to deal with BWC data, (5) privacy and reliability, (6) the inability of body cameras to change the power dynamics between the police and members of the public, and (7) issues of transparency (e.g., videos capturing children, youth, and bystanders, availability/release of the footage, etc.). However, the literature also identified several benefits of BWC implementation, including: (1) increased safety (e.g., Fridell & Lunch, 2014), (2) increased public trust and/or legitimacy in police (e.g., Demir et al., 2020), (3) increased transparency and accountability (e.g., Demir, 2019; Jennings et al., 2014), (4) uncovering of the difficulties of policing, (5) reduced public complaints (e.g., Ariel et al., 2015; Hedberg et al., 2016), (6) enhanced evidence collection (Blaskovits & Bennell, 2020; Demir, 2019).

Generally, it was suggested that ongoing public awareness and communication between the police and the public would help improve perceptions of body camera technology (e.g., town halls, open discussions, posters). Furthermore, research suggested that community policing initiatives may help navigate some of the challenges with public perception of BWCs in remote communities.

> This is where the built-in 'community policing' factor of a rural area can be used to advantage. Make an announcement over social media, offer a Q&A with the sheriff or chief [police leadership], and ask a local reporter to cover the new use of technology. Then, make sure each officer is well-trained and versed in the intent, policies, and advantages of the recording devices…Rural officers don't have to seek out 'members of the public' to talk to them. They're going to be standing next to them in line at the bank, or in the bleachers at a Little League game. (Dias, 2019)

Lastly, some research provided a realistic sense of what the delivery of cameras would do for police-public reparation, and recommended the use of "inclusionary policing practices," such as community policing strategies, continuous engagement of stakeholders (e.g., bi-annually), and ensuring that BWC policy is aligned with community policing initiatives (Louis et al., 2019) in order for BWC implementation to have positive effects on police-community relations.

Importantly, several key considerations were outlined in the literature to best obtain the opinions of members of the public who experience marginalization. Overall, research indicated that it was important to engage the community and allow them to fully participate in the implementation process. The literature also indicated that tailoring material to each specific community and their unique barriers is warranted. Beaton and O'Donnell (2016), for instance, argued as to the importance of Participatory-Action Research (PAR) – a methodological approach that is often used with marginalized communities. It involves producing knowledge jointly to create critical interpretations of the world that are actionable, accessible, and understandable to everyone involved. Relatedly,

Lewis and colleagues (2016) noted that allowing for multiple distribution methods can increase the response rate in Indigenous communities (e.g., door to door information packages, online surveys, community newsletters, word of mouth).

Awareness Campaign

Based on the findings of the literature review and consultations, an awareness campaign was launched that involved the development of posters, pamphlets, a website allowing for policy sharing, press releases, Q&As with the media, and discussions with various internal and external working groups and stakeholders. This use of a diverse array of multi-media platforms helped ensure that the information could reach as many people in Iqaluit as possible. To determine what type of information was most important to disseminate, an environmental scan was conducted to determine what other police agencies (e.g., in Canada, the United States, the United Kingdom, Australia) were sharing about the rollout of BWCs. Using the information from the environmental scan and the expertise of the working group (e.g., NYS, NCS), public awareness material was developed, including two versions of a poster. One poster featured an Inuit female RCMP officer and one featured an Inuit male RCMP officer (see 1). Both posters informed the public that RCMP officers would now be wearing BWCs in their community. For more information, individuals could send an email, visit a public RCMP website (described below), or visit the RCMP in Nunavut's Facebook page – these links were included on the poster. Posters were printed in English, French, and Inuktitut (Roman orthography and syllabics).

Figure 1

Example of one of the posters distributed in Iqaluit informing residents of the pilot

Pamphlets in a similar design were also created (see Figure 2). The pamphlets included additional information, apprising the public of when officers would begin wearing BWCs (i.e., November, 2020), how many officers would have cameras in each phase of the pilot project, why the RCMP was considering the rollout of BWCs (e.g., to increase trust between police and the communities they serve), how officers will use the cameras (i.e., when they turn them off/on, whether civilians will be informed a camera is on, what happens if a bystander is caught on tape, and how to request a copy of the video), and how one can request "V" Division's BWC policy. Various sources, including the Bureau of Justice Assistance's "Body-Worn Camera Toolkit" and the Office of Privacy Commissioner of Canada's "Guidance for the use of Body-Worn Cameras by Law Enforcement Authorities" flagged this type of information as particularly pertinent for the public. The pamphlet also solicited feedback from the community in a variety of ways including via the RCMP in Nunavut's Facebook page, through email, in-person at the Iqaluit detachment, and by completing a confidential online survey. Like the posters, pamphlets were printed in English, French, and Inuktitut (Roman orthography and syllabics). The posters and pamphlets were placed in three grocery stores, six convenience stores, five hotels, four restaurants, two shelters (one for men and one for women), three financial institutions, and 12 other spaces which included auto mechanics, the airport, the post office, an Elder's home, a liquor store, a soup kitchen, and the Iqaluit Legion, among others.

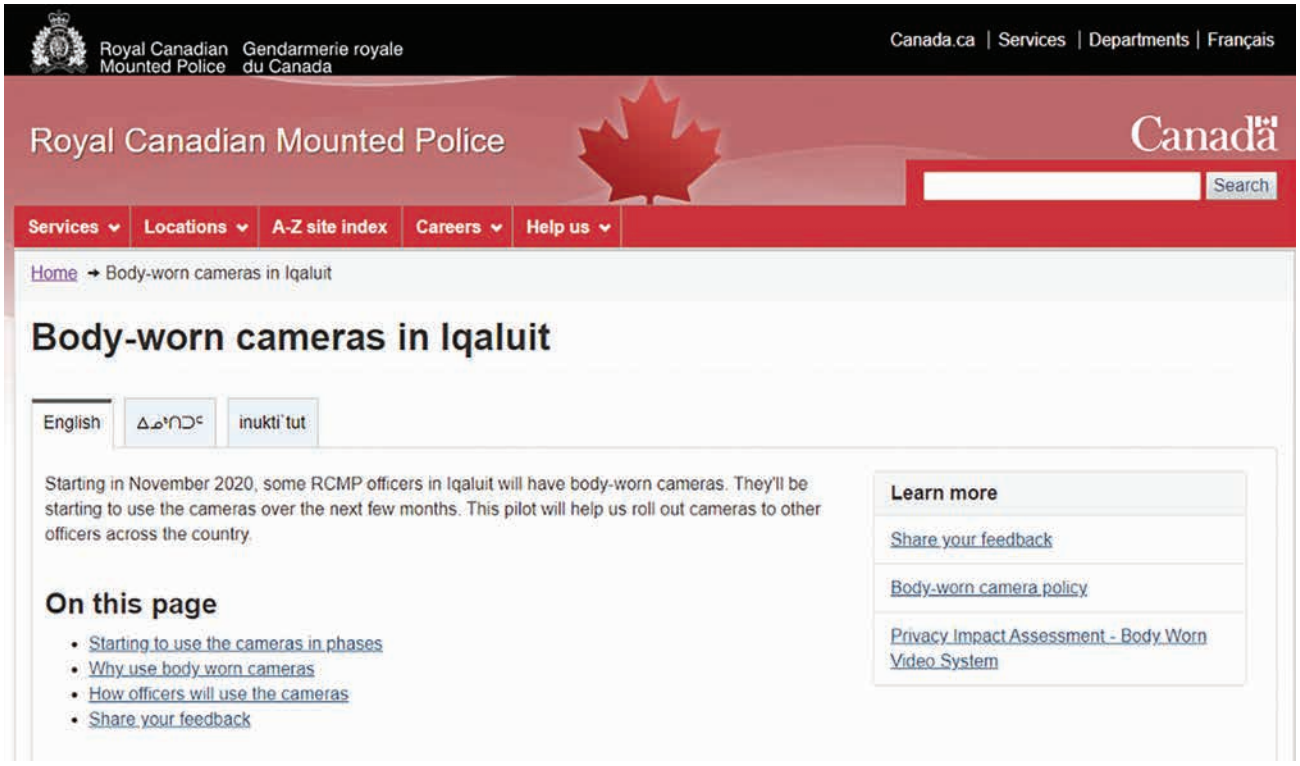
Figure 2

Example of one of the pamphlets that was distributed in Iqaluit.

The public RCMP website (Figure 3) hosted information about the phased roll-out, how officers would be using the cameras (i.e., when officers turn the camera on/off, letting the public know when a camera is recording, what happens when a bystander is caught on video, how one can request a copy of video through an ATIP Request, the length of time videos are retained, and how one can request a copy of the BWC policy). Once the pilot began, the BWC coordinator in Iqaluit monitored the designated email, and received approximately 17 requests for policy[2], namely by other police agencies. The website solicited feedback through the confidential online survey, the RCMP in Nunavut's Facebook page, email, and in-person at the Iqaluit detachment. The website can be found here. Individuals could toggle to change the language of the website to English, French, or Inuktitut (Roman orthography and syllabics). For translation of all the material (posters, pamphlets, website), independent Inuit businesses stationed in Iqaluit were used for translation whenever available. The information on each platform was also reviewed to ensure it was understandable in all languages, comprehensible by various age groups and reading levels.

Figure 3

Example of public pilot webpage.



[2] As of August 27th, 2021 there were four additional requests for policy since the conclusion of the pilot, for a total of 21.

Media Interviews

RMs from the Iqaluit detachment participated in various media interviews. Notably, prior to the roll-out, in November 2020, Inspector MacIntosh held a press conference in Iqaluit which was broadcasted online. Cpl. Jamie Savikataaq was also in attendance to ensure that questions could also be answered in Inuktitut. Then, in January 2021, Inspector MacIntosh participated in an interview published in the Nunatsiaq News.

Community Survey: Perceptions of Body-Worn Cameras

Community Survey Development and Distribution

The survey, which was advertised on the pamphlets and accessible in-person or online, was created by the ORU, in collaboration with "V" Division, the RCMP Survey Centre, NCS, and the GBA+ team. The survey was also subject to the Government of Canada's Public Opinion Research Process, and thus approved by the Commissioner of the RCMP, The Privy Council Office (PCO), and Public Opinion Research Directorate (PORD) at Public Works and Government Services Canada (PWGSC). The survey was hosted on a public RCMP website and developed specifically to solicit information from community members about the pilot project and the use of BWCs more broadly.

To develop the survey, a literature review was conducted. Based on this review, several themes were identified by the BWC working group as particularly pertinent to include in the survey. They included: (1) the impact that BWCs have on community trust, (2) citizens' perceptions of BWCs and privacy, (3) the extent to which BWCs improve transparency, (4) whether BWCs increased perceptions of safety (e.g., by reducing excessive use of force), and (5) cultural concerns with BWCs. Sousa and colleagues' (2017) and Crow and colleagues' (2017) articles included measures that encompassed these themes, which could easily be adapted for the community survey.

The survey found in Sousa et al.'s (2017) article "Inconsistencies in Public Opinion of Body-Worn Cameras on Policy: Transparency, Trust, and Improved Police-Citizen Relationships," published in the journal *Policing*, targeted the themes of trust, transparency, safety, and community needs/cultural concerns related to BWCs. Citizens could rate the extent to which they agreed with statements like "[I feel that] body-worn cameras reduce excessive force." The survey found in Crow et al.'s (2017) article "Community Perceptions of Police Body-Worn Cameras" published in the journal of *Criminal Justice and Behavior* included questions that targeted possible privacy concerns. Citizens could rate their agreement of statements like "Body-worn cameras are an invasion of [my/my community's] privacy."

Questions from these two studies were used in the RCMP's community survey for the pilot. The RCMP's survey also included open text boxes to allow individuals to provide any additional or general comments, should they have any. The survey also collected brief demographic information on the individuals completing the questions. This provided important information on who completed the survey, to ensure that the opinions of the residents of Iqaluit were being captured. The survey was released near the start of the pilot and remained open throughout the entirety of the project. Hard copies of the survey were also available for individuals who attended the detachment or had been taken into custody and were waiting to be processed for release. When the pilot wrapped up May 31, 2021, the survey was advertised again in an attempt to capture citizens' experience of having had officers wear the cameras in their community. The survey can be found here.

Community Survey Results

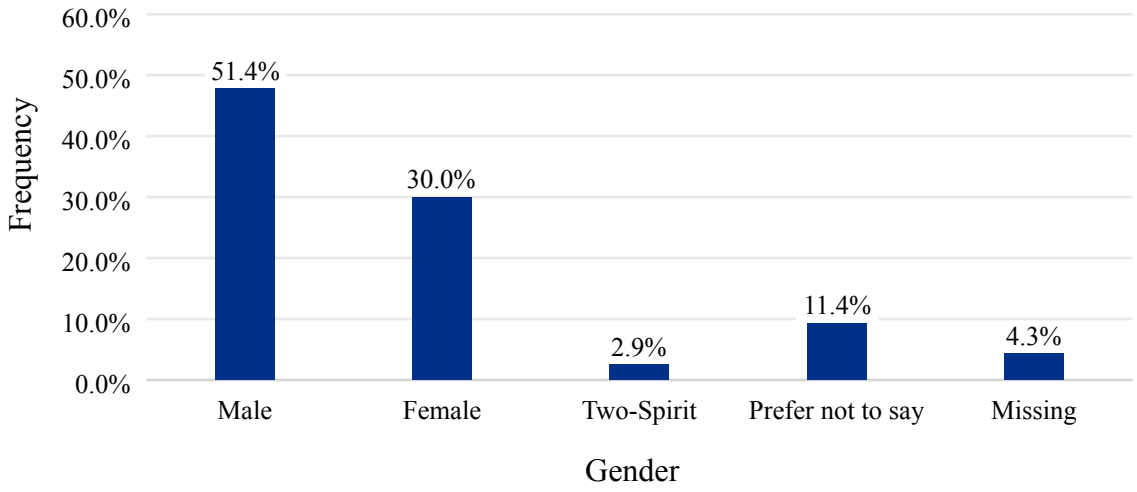
The survey was provided both digitally and in-person. In total, 62 individuals submitted an online survey and nine individuals filled out hardcopy versions. One individual who completed the online version of the survey only began the survey (i.e., consented to completing it), but did not respond to any of the questions. This participant was therefore excluded. Seven individuals who completed hardcopy surveys did not check the consent box; however, implied consent was assumed. This is because the surveys were dropped off at a local social support group and the individuals agreed to complete the survey. Thus, we examined responses from 61 surveys that were completed online and nine surveys completed in hardcopy (70 in total).

Demographic Characteristics

Half of the respondents reported being male (53.7%, $n = 36$), 30.6% ($n = 21$) reported being female, 2.9% respondents ($n = 2$) reported being two-spirit, 11.4% responded that they "prefer not to say," and 4.3% ($n = 3$) did not respond (see Figure 4).

Figure 4

Community members' gender

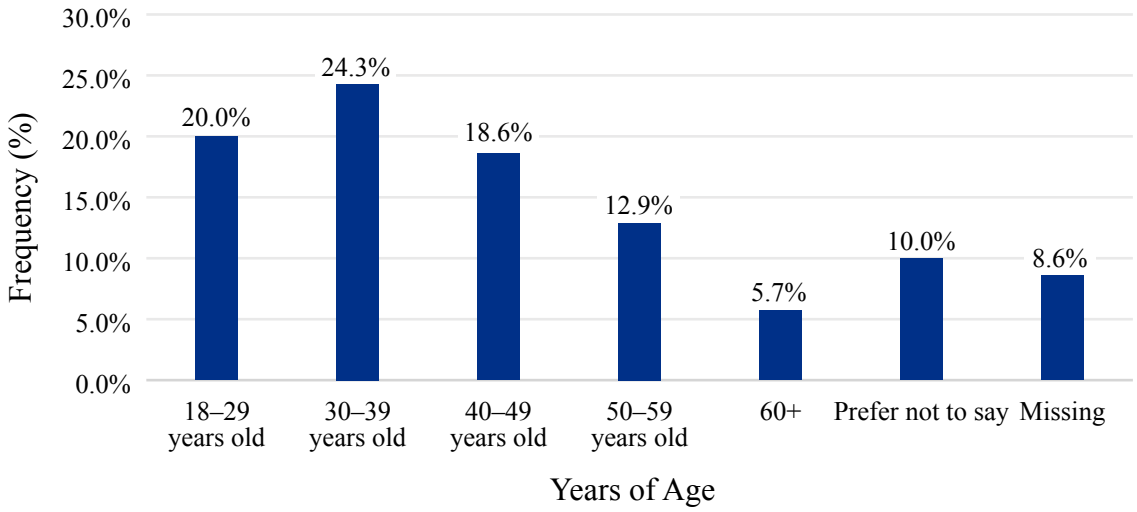


Note: 'Missing' indicates that the participant did not respond to the question.

The respondents were fairly evenly distributed with regard to their reported age; 20.0% (n = 14) of participants were 18-29 years of age, 24.3% (n = 17) were between 30 and 39 years of age, 18.6% (n = 13) who were 40-49 years of age, 12.9% (n = 9) were 50-59 years of age, 5.7% (n = 4) were 60 years old and older, 10.0 % (n = 7) reported that they "prefer not to say," and 8.6% (n = 6) did not respond (see Figure 5).

Figure 5

Community members' age

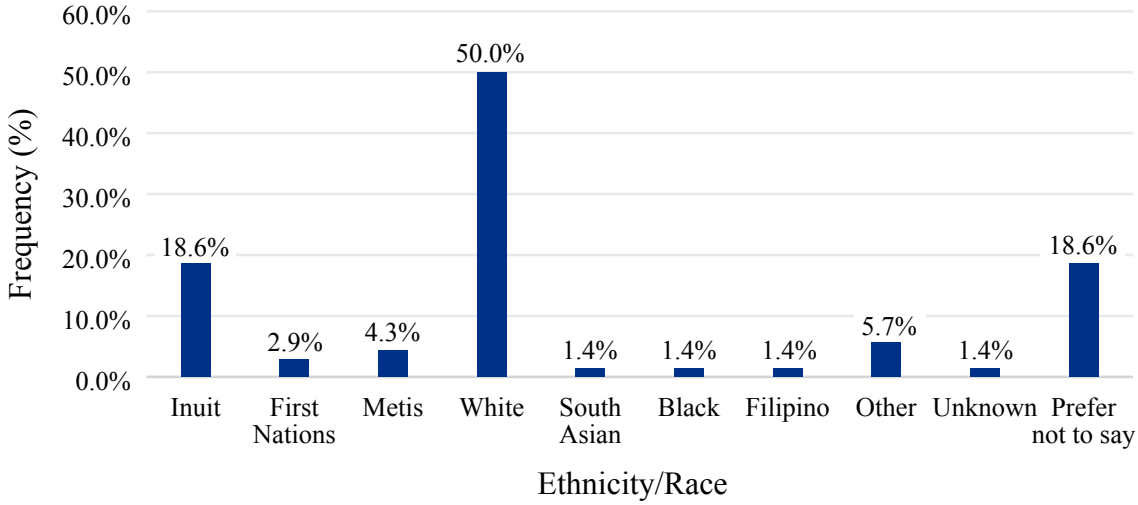


Note: 'Missing' indicates that the participant did not respond to the question.

When asked about race/ethnicity, respondents were instructed to "check all that apply;" which resulted in 74 selections in total. Percentages were calculated out of the total number of respondents (n = 70). The majority of individuals identified White (50.0%, n = 35), 18.6% (n = 13) identified as Inuit, 4.3% (n = 3) identified as Metis, and 2.9% (n = 2) identified as First Nations. One participant (1.4%) identified as South Asian, one (1.4%) identified as Black, one (1.4%) identified as Filipino. Finally, 18.6% (n = 13) selected "prefer not to say," one participant (1.4%) selected "unknown," and 5.7% (n = 4) selected "other." Of those who selected "other," two respondents identified as being of mixed race, one responded with "Canadian," and one responded with "European (British/Irish)." Two participants did not select any of the options. These results are depicted in Figure 6.

Figure 6

Community members' race/ethnicity

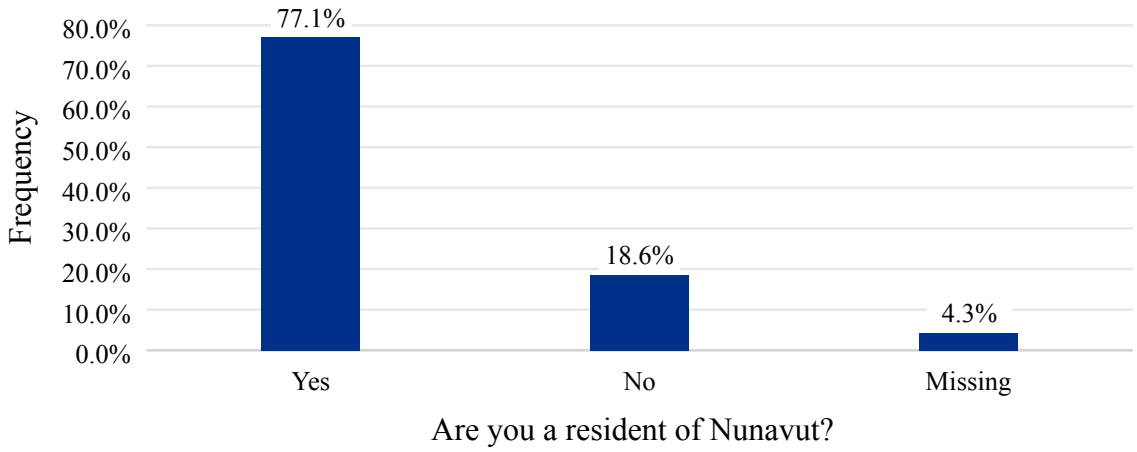


Note. Respondents could select more than one option; two respondents did not select any of the options.

Most of the respondents (77.1%, *n* = 54) indicated that they were residents of Nunavut, 18.6% (*n* = 13) indicated that they were not, and three (4.3%) did not respond to this question. See Figure 7. Most of those who reported being residents of Nunavut reported being residents of Iqaluit (60.0%, *n* = 42).

Figure 7

Whether community members were residents of Nunavut

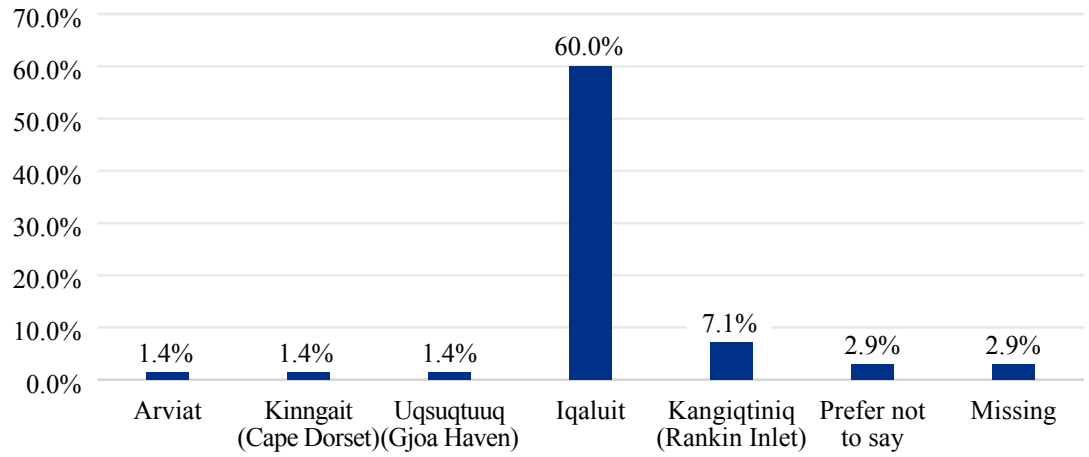


Note: 'Missing' indicates that the participant did not respond to the question.

Five respondents (7.1%) reported being residents of Kangiqtiniq (Rankin Inlet), one respondent (1.4%) reported being a resident of Arviat, one respondent (1.4%) reported being a resident of Kinngait (Cape Dorset), and one respondent (1.4%) reported being a resident of Uqsuqtuuq (Gjoa Haven). Two respondents (2.9%) selected "prefer not to say" and two respondents (2.9%) did not respond to this question. See Figure 8.

Figure 8

Location of residence within Nunavut

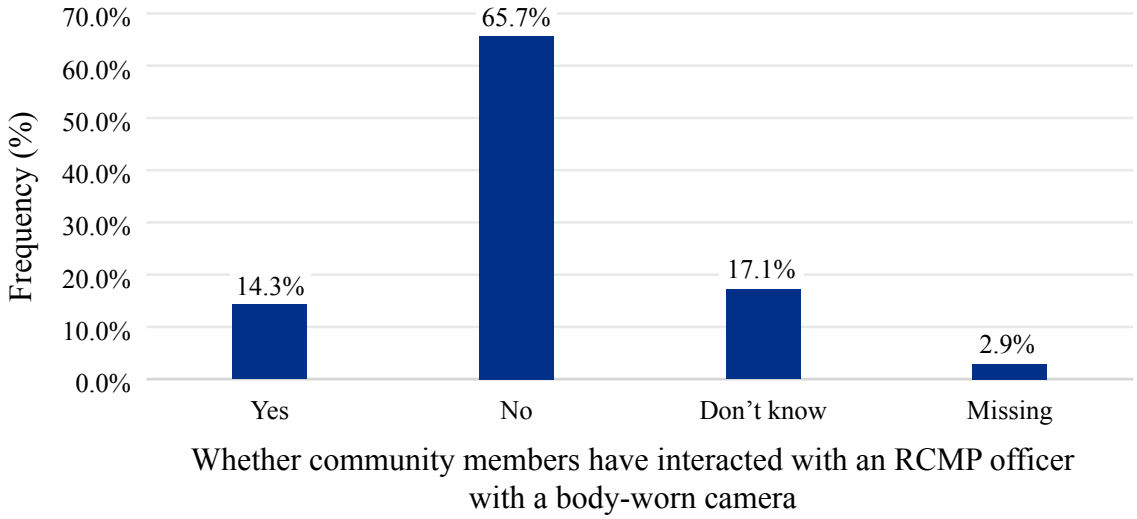


Note. 'Missing' indicates that the participant did not respond to the question; only respondents who reported being a resident of Nunavut could respond to this question.

Lastly, most respondents (n = 46, 65.7%) reported never having interacted with an RCMP officer wearing a BWC, whereas 14.3% of respondents (n = 10) reported they had, and 17.1% (n = 12) reported not knowing whether they had. Two respondents (2.9%) did not provide a response to this question. See Figure 9.

Figure 9

Community members' interaction with an RCMP officer with a body-worn camera



Note: 'Missing' indicates that the participant did not respond to the question.

Perceptions of BWCs

Most individuals agreed (37.1%, *n* = 26) or strongly agreed (31.4%, *n* = 22) with the statement, "Body-worn cameras increase my trust in the police," and 22.9% (*n* = 16) indicated they were "neutral." See Figure 10 for a breakdown of responses. Furthermore, Table 1 contains open-text responses provided by those who indicated they disagreed or strongly disagreed with the statement.

Figure 10

Community perceptions of body-worn cameras and trust in the police

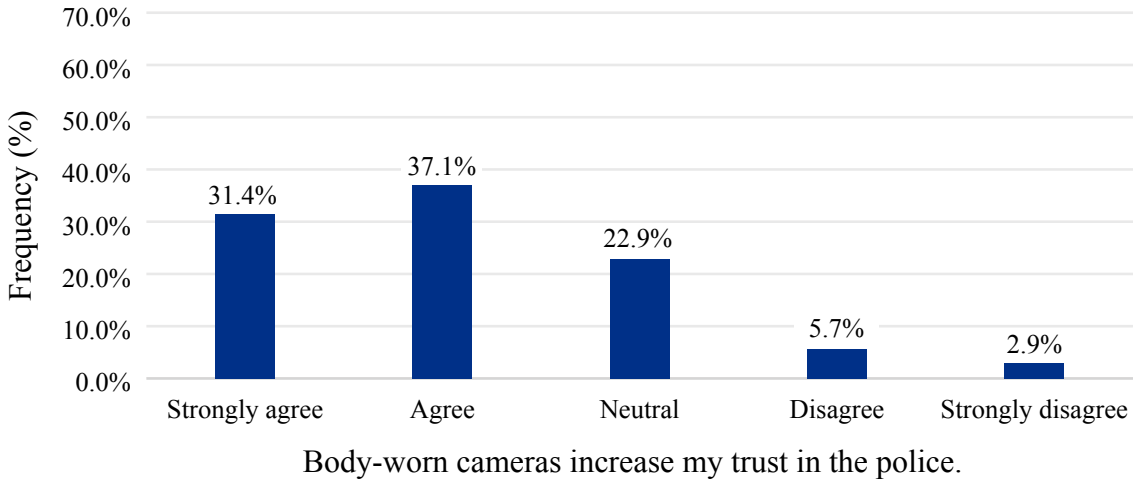


Table 1

Comments from individuals who disagreed or strongly disagreed that body-worn cameras increase trust in the police

Comments
Already trust them.
Always taping
body-worn cameras are not a solution to the bigger problem. They are just a bandage approach, where the police have no real accountability for their actions. The implementation of body cameras decreases my trust in the police.
I think better training and community policing would increase my trust.
i trust them already
important to know evidence

Note. Comments are direct quotes and have not been edited.

In response to the statement, "Body-worn cameras help the police to be more transparent," the majority of respondents (38.6%, *n* = 27) "strongly agreed" or "agreed" (38.6%, *n* = 27). See Figure 11 for a breakdown of responses. Furthermore, Table 2 contains open-text responses provided by those who indicated they disagreed or strongly disagreed with the statement.

Figure 11

Community perceptions of body-worn cameras and transparency

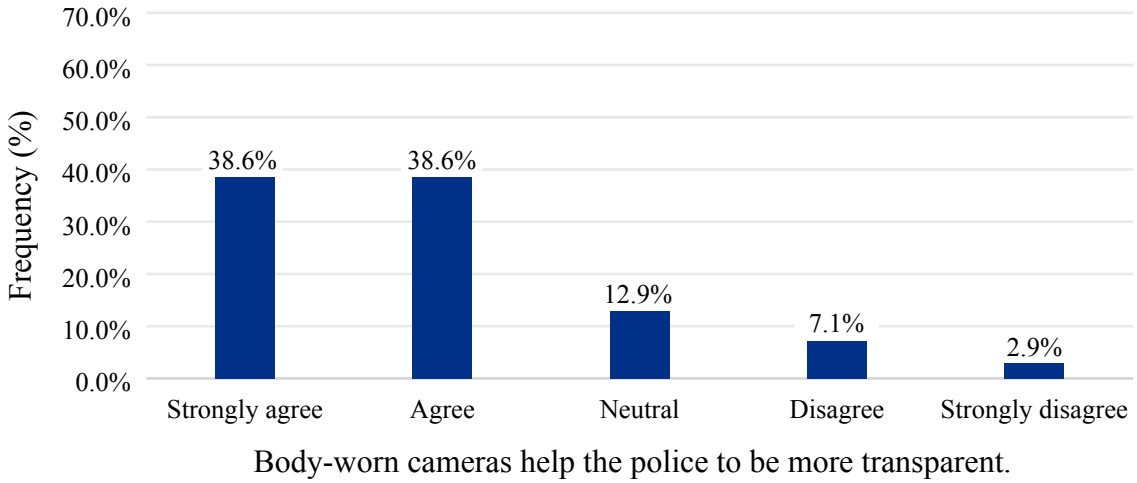


Table 2

Comments from individuals who disagreed or strongly disagreed that body-worn cameras increase transparency

Comments
Always lying
countless hours of video tape will be lost even IF the police officer doesn't decide to turn off the camera when committing inappropriate actions.
It will only show portions of the situation captured on video. It may now show what led to the police involvement.
Police can show 1 perspective.
There's no evidence that BWCs make police more transparent. Unless the police are proactively releasing video of all use of force incidents or similar interactions, then transparency is lost on this issue.

Note. Comments are direct quotes and have not been edited.

The next statement that individuals responded to was "Body-worn cameras decrease police officers' use of force." The majority of respondents were "neutral" (31.4%, *n* = 22) or "disagreed" (25.7%, *n* = 18). See Figure 12 for a breakdown of responses. Furthermore, Table 3 contains open-text responses provided by those who indicated they disagreed or strongly disagreed with the statement.

Figure 12

Community perceptions of body-worn cameras decrease police use of force

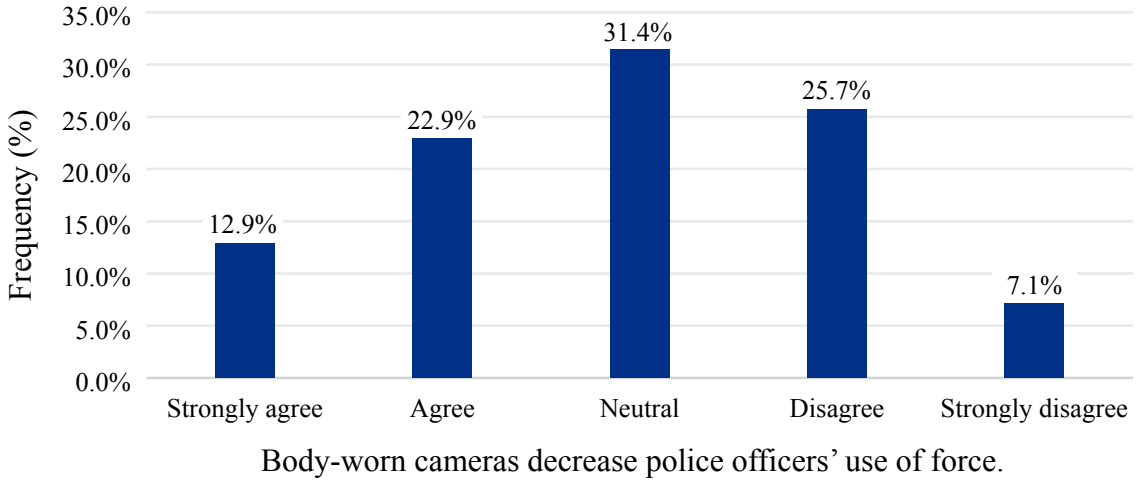


Table 3

Comments from individuals who disagreed or strongly disagreed that body-worn cameras decrease police use of force

Comments
A camera watching the officer does not change the officers actions.
Body cameras only document what the police point of view is and will have no impact on the force police have to use if they have to take someone into custody. Police respond to the actions of the people they are dealing with and if the person changes their behaviour by seeing the body cam that may effect the outcome of the encounter.
Camera doesn't change the need for them to do their jobs, or how the person to be arrested reacts.
Cameras do not affect the majority of officers use of force because they do not abuse it. Bad members will continue to be bad members and will find away to overstep
I have faith and trust in the judgement of the police
i think police know what force to use when; i think BWC will decrease force but not because it isn't necessary, but because the public backlash and RCMP will not support their members
i think the police know their jobs and options, i thinkBWC will justify their use of force to the public

Comments
If a Mountie feels that they themselves are under threat or they enter an area to stop a fight and then became involved in it, then it will not make much of a difference rather or not they had a camera on them or not. So, as such, the recordings will only show another side of the use of force and not truly prevent it, although the use of force is quite rare at the best of times. But whenever it is used that means that every other option has failed and the video's will not help at all at that point in time.
Just because they have camera's does not mean use of force will decrease. Cameras do not catch everything and cannot be depended on to decrease use of force just by itself. Combination of Cameras and other tools and techniques will decrease use of force.
Little evidence in Canada and elsewhere that BWCs decrease use of force. Further, this measurement isn't the most effective way to measure the efficacy of BWCs. The accurate question is: body-worn cameras decrease police officers' illegitimate/unjustified use of force. However, we know that most use of force cases are deemed justifiable, so cameras shouldn't technically be decreasing use of force if it's justifiable.
Non
Officer safety will remain the same as always.
Police officers use force when they are required to, not weather a camera is rolling or not
police sometimes are believed more than community members at times
Police who are not relying on technology and military tactics will reduce violence.
Should it? Doesn't this suggest that police officer's use force inappropriately if 'no one is watching'?
The use of force should not be dependant on a camera watching you. You put yourself and the public in danger if you don't react quickly. Better training and continued training should be always done....
They are gonna laugh at me after
Use of force isn't dependent on whether officers are wearing cameras. It's dependent on subject behavior.
Use of force will be used when necessary with it without cameras

Note. Comments are direct quotes and have not been edited.

Respondents were fairly dispersed in terms of their agreement with the statement, "Body-worn cameras increase public safety." The majority "agreed" (32.9%, *n* = 23) or "strongly agreed" (28.6%, *n* = 20) with the statement. See Figure 13 for a breakdown of responses. Furthermore, Table 4 contains open-text responses provided by those who indicated they disagreed or strongly disagreed with the statement.

Figure 13

Community perceptions of body-worn cameras increasing public safety

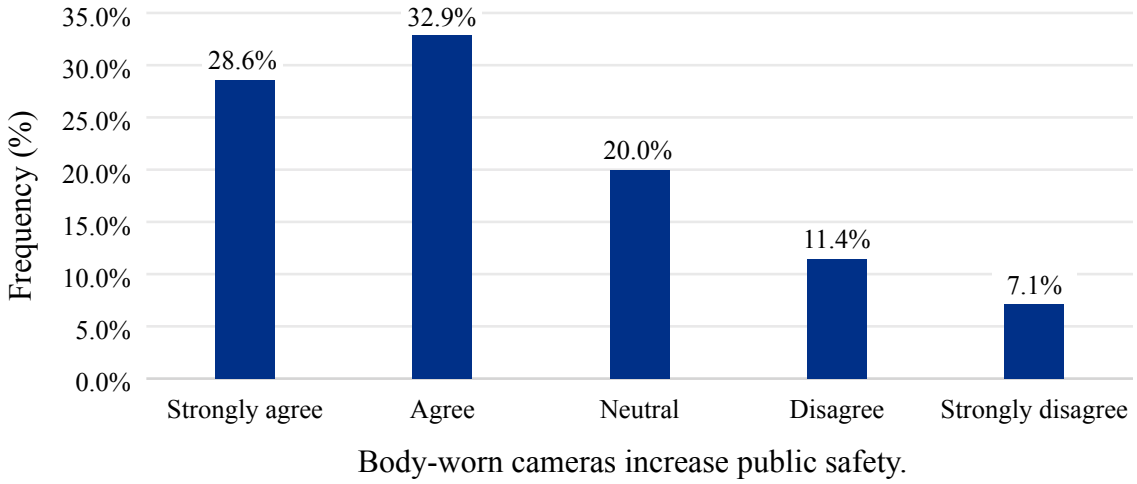


Table 4

Comments from individuals who disagreed or strongly disagreed that body-worn cameras increase public safety

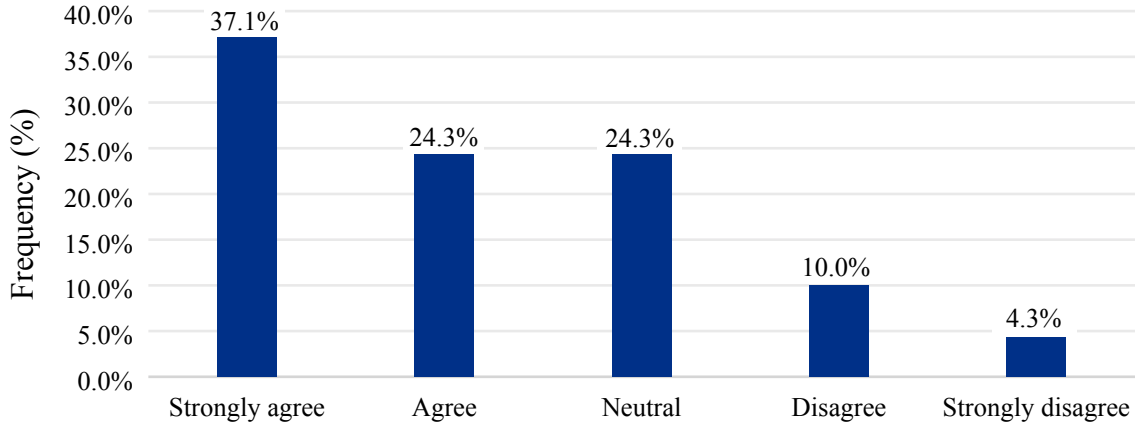
Comments
A camera will not magically make everyone safer. It will just record what officers and people say/do.
Body cameras don't decrease crime
How are body-worn cameras and public safety related?
I think that if a person knows there going to be on video regardless of the video being privet may cause them to become more tense, as they may not fully understand their actions at the time of their being filmed, or that they are being filmed at the time of their arrest.
Money spent on cameras could help support programs to improve relationships between police and the public.
No.
Non
Nothing to do with public safety... public trust in the police and transparency is what cameras accomplish.
People will act how they act whether sober, under the influence of alcohol or drugs or based on their state of mental health, the body cameras will not impact what actions people take when encountering police.
There is no reason to not feel safe with an RCMP Officer. A camera will record the rubbish officers put up with constantly
To be safely with people and RCMP

Note. Comments are direct quotes and have not been edited.

Most people (37.1%, *n* = 26) "strongly agreed" or "agreed" (24.3%, *n* = 17) with the statement "Body-worn cameras improve the relationship between the police and the community." See Figure 14 for a breakdown of responses. Furthermore, Table 5 contains open-text responses provided by those who indicated they disagreed or strongly disagreed with the statement.

Figure 14

Community perceptions of body-worn cameras improving community relations



Body-worn cameras improve the relationship between the police and the community.

Table 5

Comments from individuals who disagreed or strongly disagreed that body-worn cameras would improve the relationship between the police and the community

Comments
Body cameras will soon cause people to become indifferent to lieing about police actions.
No independent oversight, lack of written policy. Maybe look into releasing some videos after investigations. Just to get people to see what police are subjected to. Stop trying to hide behind "Policy/Go tell your politicians" lines that are just regurgitated. Although this is a positive step your organization is doing in asking for feedback.
RCMP need to actually hold their members accountable, the camera's are just one part of keeping their own members to account. Otherwise the camera's are just a red herring so no public outrage keeps happening.
the implementation of body-worn cameras reinforces the fact that police officers need to be accountable for their miss-actions. Rather than retraining and properly reprimanding the officers, the RCMP will just slap a camera on an officer. A surface solution to public outcry against police brutality. This will not gain public trust. But it will cost the tax payer millions of dollars. Good luck with this being an absolute disaster.
They will be meen anyway.
Turns police into tools

Note. Comments are direct quotes and have not been edited.

The next statement individuals responded to was "Body-worn cameras are an invasion of my privacy." The majority of respondents "disagreed" (36.8%, *n* = 25) or "strongly disagreed" (29.4%, *n* = 20).[3] Relatedly, when asked about their agreement with the statement "Body-worn cameras are an invasion of my community's privacy," the majority "strongly disagreed" (38.6%, *n* = 27) or "disagreed" (30.0%, *n* = 21). See Figure 15 and Figure 16 for a breakdown of responses. Furthermore, Table 6 and Table 7 contain open-text responses provided by those who indicated they agreed or strongly agreed with each of the statements, respectively.

Figure 15

Community perceptions of body-worn cameras and personal privacy

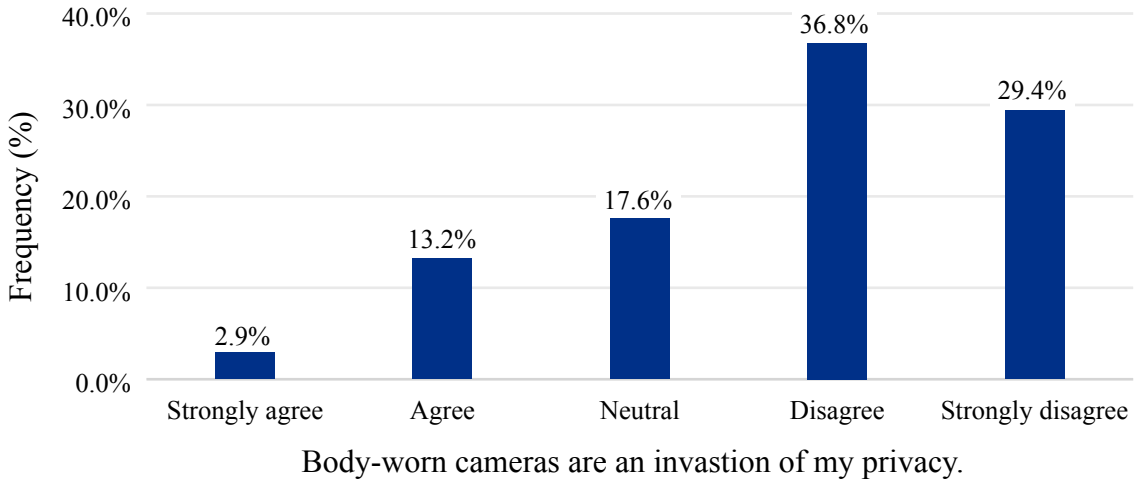
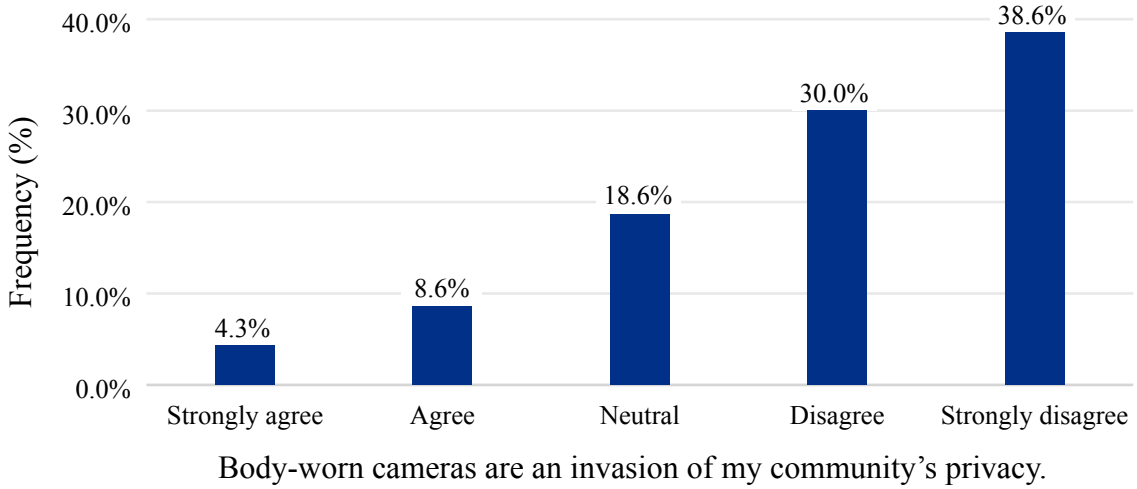


Figure 16

Community perceptions of body-worn cameras and community privacy



[3] Two respondents did not provide a response to this question; percentages were calculated out of the number of did respond (*n* = 68).

Table 6

Comments from individuals who agreed or strongly agreed that body-worn cameras are an invasion of their personal privacy

Comments
Always seeing me
Because I believe there should be a reason for them to be on.
BWCs can potentially capture the worst or most vulnerable moments of a persons life.
Cameras are expanding in all parts of our lives, this just adds to the government databases
I think it also invades police privacy. Who wants to have their private moments on film?
to be safe with others and rcmp

Note. One respondent provided a comment but did not indicate their level of agreement with the statement. Comments are direct quotes and have not been edited.

Table 7

Comments from individuals who agreed or strongly agreed that body-worn cameras are an invasion of their community's privacy

Comments
Always on
See above.
some people are interacting with police not because of their own actions, but because of others

Note. Comments are direct quotes and have not been edited.

The last statement was "Do you have any cultural, religious, or spiritual concerns with the use of body-worn cameras in your community?" The majority reported they had no concerns in this regard (92.9%, *n* = 65). See Figure 17 for a breakdown for responses. Furthermore, Table 8 contains open-text responses provided by those who indicated they had concerns. It is also important to note that most respondents (65.6%, *n* = 42) had not interacted with an RCMP officer with a BWC, while 12.5% (*n* = 8) had, 18.8% (*n* = 12) were unsure if they had or not, and 3.1% (*n* = 2) did not specify.

Figure 17

Community perceptions of body-worn cameras and cultural, religious, and spiritual concerns

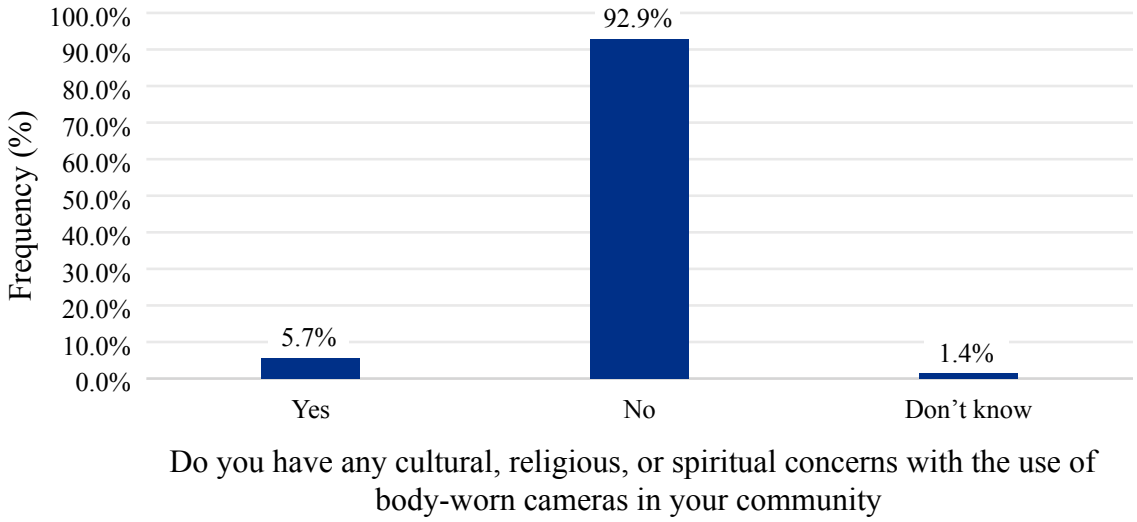


Table 8

Comments from individuals who had cultural, religious, and spiritual concerns

Comments
ed safty and watch the land
I dont want to be on computer
No comment

Note. Comments are direct quotes and have not been edited.

Lastly, Table 9 below displays respondents' final comments, questions, and/or concerns about BWCs in general. The themes that emerged from the community's general comments addressed the regulations around the use of BWCs and the storage of video footage. In general, there were positive comments about the implementation of BWCs as the community felt it would allow for the public to see the difficult situations that officers encounter. The community members felt that for the BWCs to be effective, they would need to remain turned on and that there should be regulations in place to share the video footage in a timely manner with the public. However, a concern arose regarding the accompanied privacy issues with sharing this footage to the public. There were also conflicting views regarding the safety of the officers when wearing a camera. One comment stating it would better protect both the subjects and the officers, whereas others worrying it may escalate the situation. The comments provided recommendations to use a third-party organization for both the review of footage and implementation of the BWC survey. Although questions surrounding the BWC policies remain, the majority of the comments suggest that the community is pleased with the steps that were taken for the pilot.

Table 9

General Comments from Members of the Iqaluit Community

General Comments
Body worn cameras only work to increase trust and decrease inappropriate use of force IF THEY STAY ON from clock in to clock out. KEEP CAMERAS ON FOR DURATION OF SHIFT or else add more corruption and more use of force when officers are able to turn off the only shred of accountability they have.
Bodycams are only effective if they're on, I've heard of many incidents where they're only turned on after the action or they're never turned on at all. In which case they're useless. Possibly cameras that just run all shift?
Can there be a clear path created for sharing the video with the public in a timely manner. The RCMP is too slow at responding to complaints that could be cleared by showing the video quickly.
footage should be released to show interactions of verbal abuse towards police and show how calm most of them are when being yelled at. why is it a double standard?
Good job
healthy relations are import
Hopefully there will be a "real" written policy regarding cameras and video sharing to the public. Also release some footage as to get ahead of "Future outrage" as im sure there will be some in the future, as it seems people are not satisfied with what police share to the public nowadays.
How long are video files stored?
I believe that body cameras increase the safety of all community members, including RCMP officers. I believe they offer immense benefit despite the costs associated with the program.
I feel that if there is a chance that body worn cameras may cause an increased risk to officers that where them (as the officer may become a target of a violent attack by a person wanting to destroy the recorded evidence) then these cameras should be worn but concealed.
I think that unless the option to turn off camera is removed the community will continue to distrust rcmp.

General Comments
if you want 'Reconciliation", probably best to keep the camera's and stop trying to hide from "storage" and other issues from keeping them. Keep up the good work, this is a good step in the right direction.
It is not the cameras that are my concern, it is the rules around the access to the footage. They must be transparent, easily understood, and designed to find the truth, not hide wrongdoing by our police services.
Les coûts vont être énormes pour la GRC en plus de complexifier la divulgation de la preuve et le caviardage
NIL
No
no comments
None
Please keep these on all the time so you can't be accused of turning them off to hide anything. Make sure you release the footage when there is an incident. The public needs to see the crap that is dealt with everyday. Please use this as a chance to maximize the charges the public needs to know the crap your officers go through and let slide because those charges get dropped but with the footage they shouldn't get dropped
RCMP should be required to wear body cameras during their entire shift and the default should be that the camera is on at all times while worn, without the option of turning the camera off.
RCMP should publically support their members, and show how much verbal abuse and backlash the cops get on a daily basis. the public needs to see how calm most members can be when being yelled at and antagonized
Spend money on police not cameras. Improve training and relationships.
Thanks for seeking public input. I believe body cameras will support officers when people exaggerate and lie about their treatment.
the ability to turn off cameras should be remotely done so they don't turn it off when they want to abuse their powers like they normally do by intimidating the indigenous community like they currently do
The answer to all these survey items *depends* deeply on how this is implemented. Studies show body cameras that officers are allowed to turn off and on whenever they want to INCREASE police use of force. Body cam footage that is completely hidden from public or even requested is useless in increasing transparency. Investigations using body cam footage that are not conducted by independent civilian counsels are shams designed to protect abusive police. DO BODY CAMS THE RIGHT WAY
The cameras are good and protect the police from liars
The police need these to prove false complaints against them by members of the public who feel like they need some sort of retaliation against the cops. The rcmp doesn't have their members backs so at least these cameras will have their backs.

General Comments
The survey should be administered by a non-police third-party, particularly an Inuit-led organization as this would prompt more honest responses by the community and make those feel more comfortable in sharing their perceptions of this program. If people already have a distrust for the police, they won't participate in this survey. At this point, it's self-selective and will only benefit the police and that narrative going forward with the full rollout and adoption of BWCs.
The usefulness of body worn cameras will depend on how they're rolled out and the how transparently footage is captured, maintained and shared with the appropriate stakeholders (such as the LSB and PPSC). Trust in police will largely depend on independence in investigations and holding police to the same standard that civilians are held to. Actual charges for misconduct is necessary to repair the relationship, not just lip service.
Video is a public record and available for public consumption. This could be an issue if public has access & see people's challenges like addiction, mental illness, developmental disabilities, etc. I wouldn't want these videos in the hands of public — think about trying to get a job if there's a "bad behavior" video of yourself. Facial recognition software is a concern if the government and/or RCMP use that sort of thing. Concern that police may use the cameras as a roving surveillance.
Where is it a person can access all the information, useage and data about these being used now and in the past
yes my family member got shop by a rcmp twice alone. rcmp come alone
Yes, I feel that this will protect the police from false accusations. I would hope that video surveillance can be shared with all stakeholders to show the violence that the police endure each day. This will show the public exactly what they deal with. If you want transparency then it must go both ways. I think people will be shocked to see the full disclosure of the video footage and will bring back faith in the police officers who risk their lives everyday.

Note. Comments are direct quotes and have not been edited.

Temporal Changes in Perceptions over the Duration of the Pilot

Analyses were conducted to examine changes in perceptions as the pilot progressed. Respondents who submitted the survey in the first three months of the pilot (December to February) were considered to be the "early-pilot" group (n = 24, 34.3%) and those who submitted the survey within the last three months of the pilot (March to May)[4] were considered to be the "end/post-pilot" group (n = 46, 65.7%). Chi-square tests were conducted to examine if any differences existed between these groups.[5] Differences in responses between the early-pilot and end/post-pilot groups were not statistically significant.

Race-Based Analysis of Community Survey Results

To examine potential differences between White respondents and responses from Inuit, Indigenous, and/or racialized respondents, the following race-based analysis was conducted. Of the total sample of 70 respondents, 53 (76%) reported their race/ethnicity. Of those that reported their race/ethnicity, 60% were White (n = 32) and 40% were Indigenous and/or Racialized (n = 21). The Indigenous and Racialized group was comprised of any respondent who reported their race/ethnicity as Inuit, First Nations, Metis, South Asian, Chinese, Black, Filipino, Latin American, Arab, Southeast Asian, West Asian, Korean, and/or Japanese.[6] The race-based analysis was further broken down into Indigenous respondents (n = 17, 33%) who reported their race/ethnicity as Inuit, First Nations, and/or Metis. The race-based analysis also reports specifically on Inuit respondents (n = 13, 25%).

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[4] Three respondents submitted their survey in June, after the pilot concluded; their responses are included with this group.

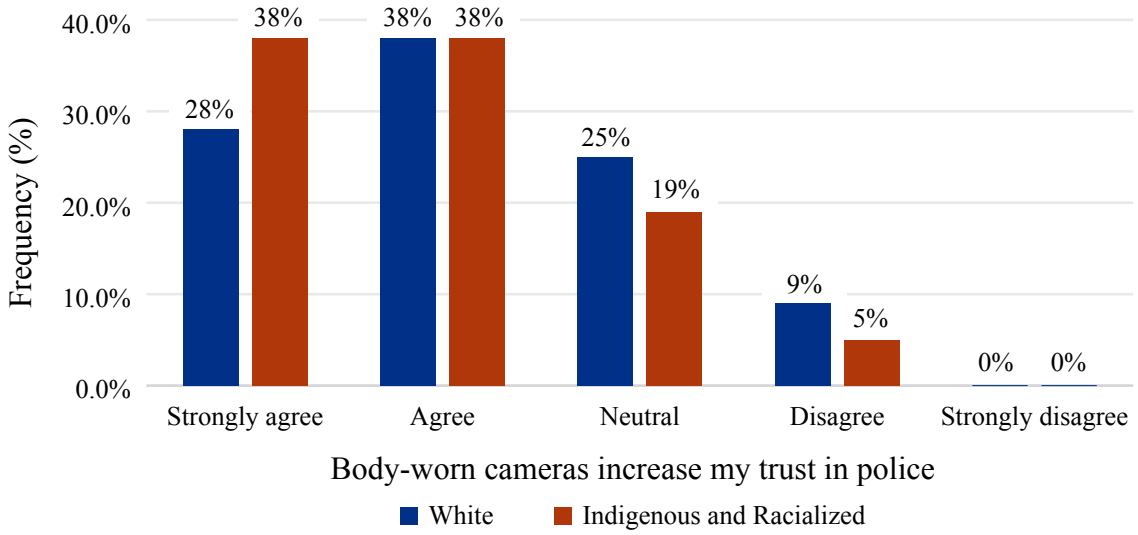
[5] All assumptions required to use chi-square tests were satisfied, except for the assumption that specifies that at least 80% of the cases need to have a frequency count above 5 (McHugh, 2013). In certain cases, only 50% of cases in all instances had frequency counts above 5.

[6] This group also includes two respondents who selected "other" where they could specify their race/ethnicity. One wrote "mix" and the other wrote "mixed".

When asked whether body-worn cameras increased their trust in the police, most individuals within each race category agreed or strongly agreed (see Figure 18). Specifically, 66% of White respondents (n = 21) and 76% of Indigenous and Racialized respondents (n = 16) agreed or strongly agreed. More specifically, 71% of Indigenous respondents (n = 12) and 77% of Inuit respondents (n = 10) agreed or strongly agreed. No statistically significant differences were observed between groups.

Figure 18

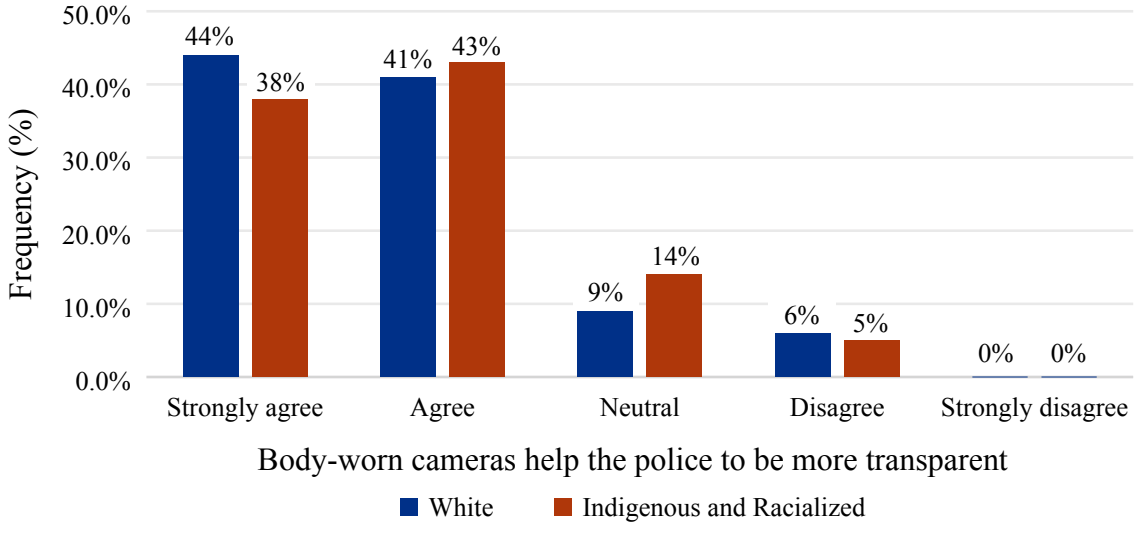
Community perceptions of body-worn cameras and trust in the police



When asked if body-worn cameras help the police to be more transparent, the most frequent response varied across racial categories (see Figure 19). Specifically, 84% of White respondents (n = 27) and 81% of Indigenous and Racialized respondents (n = 17) agreed or strongly agreed. More specifically, 76% of Indigenous respondents (n = 13) and 77% of Inuit respondents (n = 10) agreed or strongly agreed. No statistically significant differences were observed between groups.

Figure 19

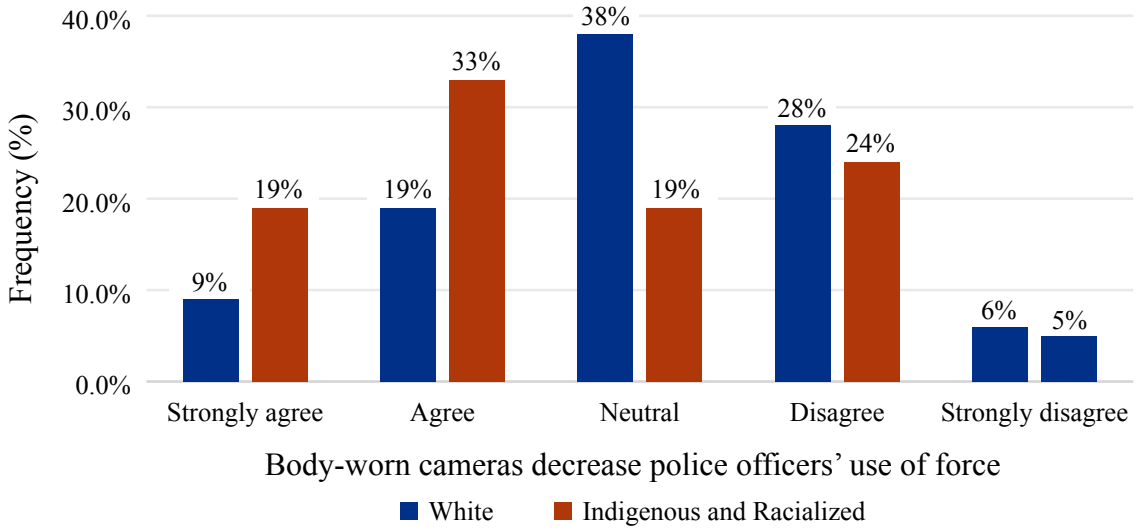
Community perceptions of body-worn cameras and transparency



There was a difference in opinion amongst respondents in whether body-worn cameras decrease police officers' use of force (see Figure 20). Specifically, 28% of White respondents (n = 9) and 52% of Indigenous and Racialized respondents (n = 11) agreed or strongly agreed. More specifically, 53% of Indigenous respondents (n = 9) and 69% of Inuit respondents (n = 9) agreed or strongly agreed. A statistically significant difference between Inuit and non-Inuit respondents was observed (p = .042), whereby Inuit respondents believed that BWCs decrease police use of force to a greater degree than non-Inuit respondents.

Figure 20

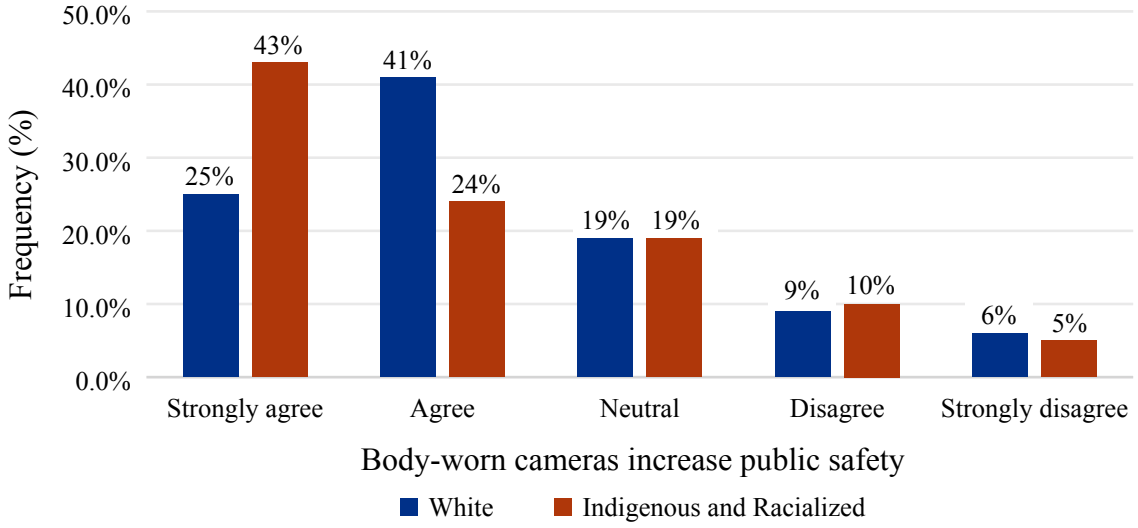
Community perceptions of body-worn cameras decrease police use of force



When asked whether body-worn cameras increase public safety, the difference amongst racialized and non-racialized respondents was smaller (see Figure 21). Specifically, 66% of White respondents (n = 21) and 67% of Indigenous and Racialized respondents (n = 14) agreed or strongly agreed. More specifically, 71% of Indigenous respondents (n = 12) and 85% of Inuit respondents (n = 11) agreed or strongly agreed. No statistically significant differences were observed between groups.

Figure 21

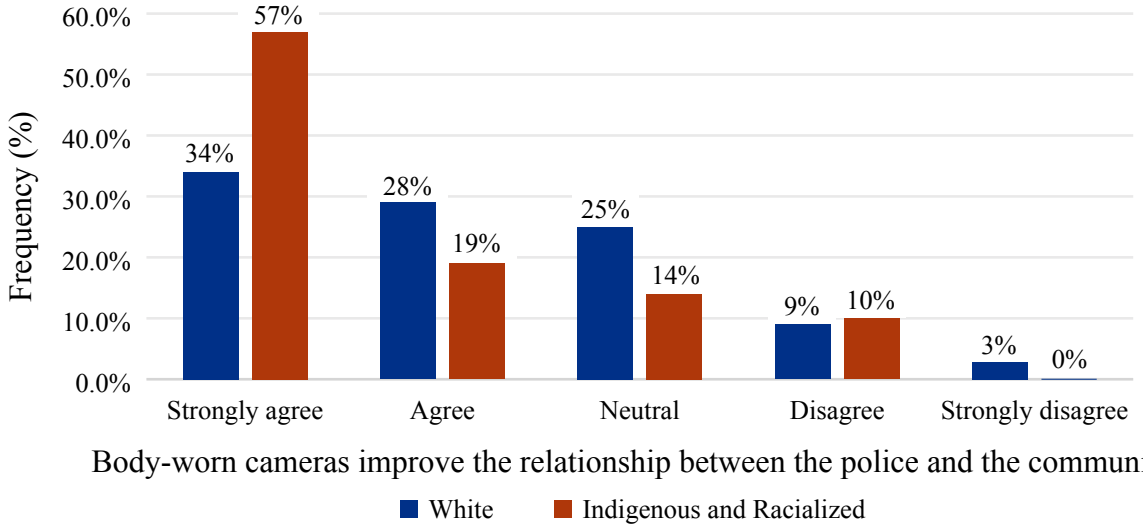
Community perceptions of body-worn cameras increasing public safety



Most individuals within each race category strongly agreed that body-worn cameras improve the relationship between the police and community (see Figure 22). Specifically, 63% of White respondents (n = 20) and 76% of Indigenous and Racialized respondents (n = 16) agreed or strongly agreed. More specifically, 71% of Indigenous respondents (n = 12) and 77% of Inuit respondents (n = 10) agreed or strongly agreed. No statistically significant differences were observed between groups.

Figure 22

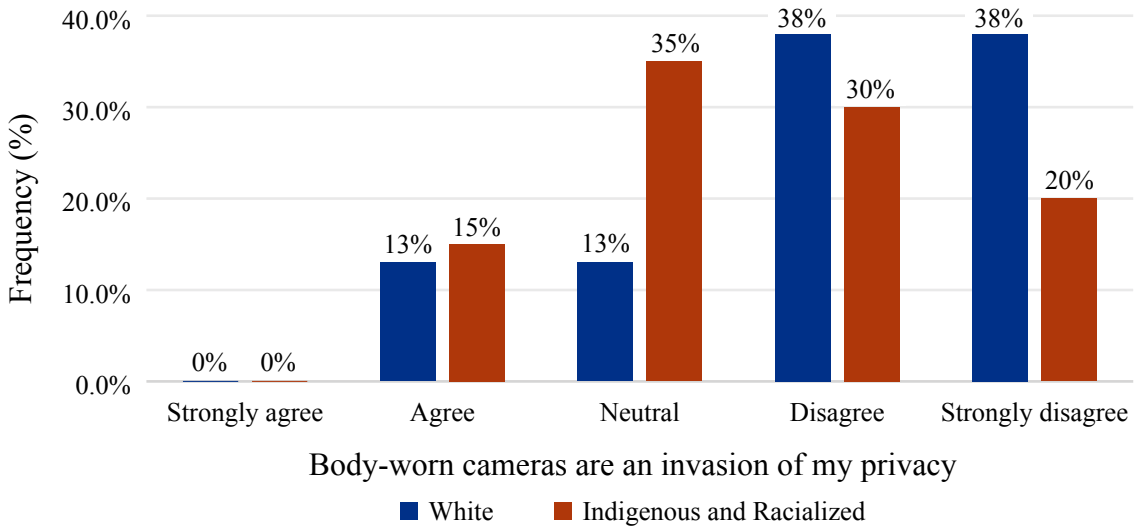
Community perceptions of body-worn cameras improving community relations



When asked whether body-worn cameras are an invasion of their personal privacy, responses across racial groups varied (see Figure 23). Specifically, 75% of White respondents (n = 24) and 50% of Indigenous and Racialized respondents (n = 10) *disagreed* or strongly *disagreed*. More specifically, 44% of Indigenous respondents (n = 7) and 33% of Inuit respondents (n = 4) *disagreed* or strongly *disagreed*. A statistically significant difference between Inuit and non-Inuit respondents was observed (p = .033), whereby Inuit respondents indicated greater concern with BWCs being an invasion of their personal privacy than non-Inuit respondents.

Figure 23

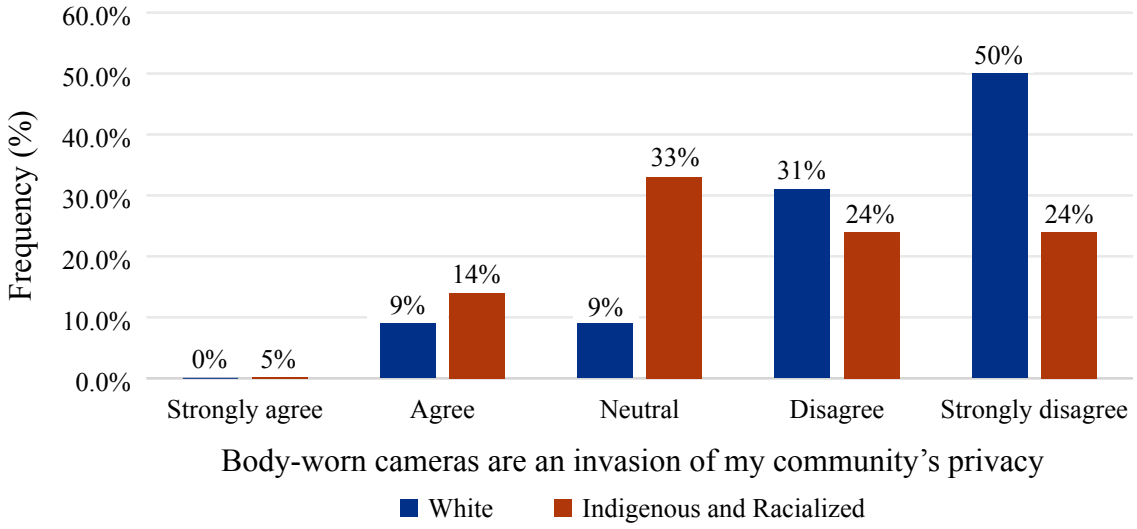
Community perceptions of body-worn cameras and personal privacy



Responses were also varied when asked if body-worn cameras are an invasion of their community's privacy (see Figure 24). Specifically, 81% of White respondents (n = 26) and 48% of Indigenous and Racialized respondents (n = 10) *disagreed* or strongly *disagreed*. More specifically, 41% of Indigenous respondents (n = 7) and 38% of Inuit respondents (n = 5) *disagreed* or *strongly disagreed*. A statistically significant difference between Inuit and non-Inuit respondents was observed (p = .046), whereby Inuit respondents indicated greater concern with BWCs being an invasion of their community's privacy than non-Inuit respondents.

Figure 24

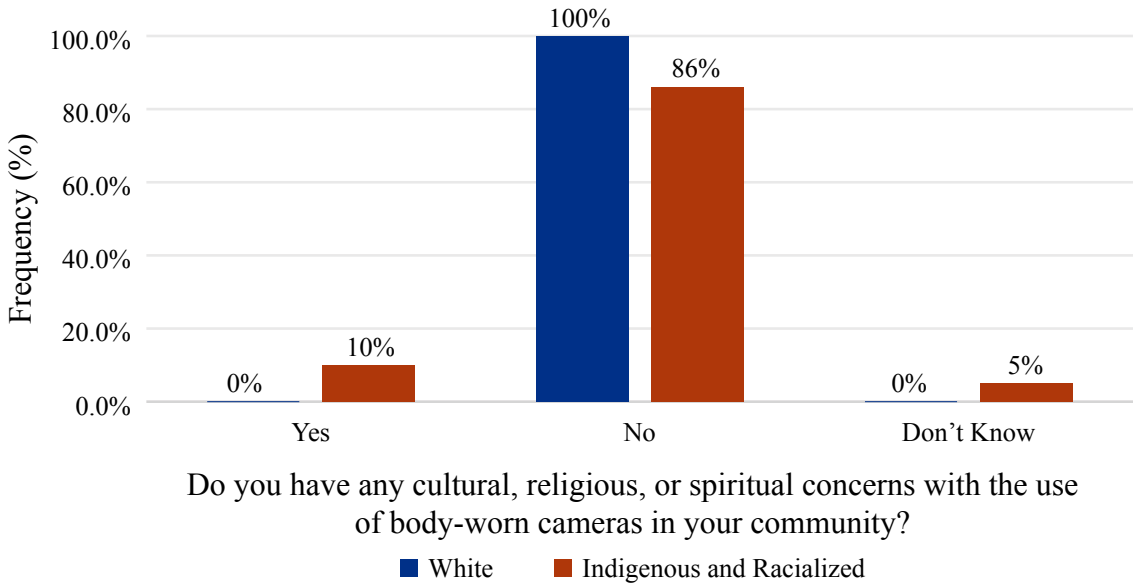
Community perceptions of body-worn cameras and community privacy



The majority of respondents within each race category did not have any cultural, religious, or spiritual concerns with the use of body-worn cameras in their community (see Figure 25). Specifically, none of White respondents and 10% of Indigenous and Racialized respondents (n = 2) identified concerns. More specifically, 12% of Indigenous respondents (n = 2) and 15% of Inuit respondents (n = 2) identified concerns. A statistically significant difference between Inuit and non-Inuit respondents was observed (p = .014), whereby Inuit respondents indicated greater concerns than non-Inuit respondents. Similar results were observed for Indigenous and non-Indigenous respondents (p = .041).

Figure 25

Community perceptions of body-worn cameras and cultural, religious, and spiritual concerns



Overall Summary of Community Survey Results

Overall, the public reported positive perceptions of BWCs. Most participants reported "agreeing" or "strongly agreeing" that BWCs increase their trust in the police, help the police to be more transparent, increase public safety, and improve the relationship between the police and the community.

Only approximately one-third of participants reported that they believed that BWCs decrease police officers' use of force. However, this finding differed based on the participant's race/ethnicity. Just under one-third (28%) of White respondents believed this compared to approximately half (52%) of Indigenous and racialized respondents. More specifically, approximately half (53%) of Indigenous respondents and most (69%) Inuit respondents believed that BWCs decrease police officers' use of force.

Most participants also "disagreed" or "strongly disagreed" that BWCs are an invasion of their own or their community's privacy. This finding also differed based on the participant's race/ethnicity. Fewer Indigenous and racialized participants reported "disagreeing" or "strongly disagreed" that BWCs are invasion of their own or their community's privacy (i.e., Indigenous and racialized participants had more concerns surrounding privacy issues).

Very few participants had cultural, religious, or spiritual concerns with the use of BWCs in their community. However, this response differed based on the participant's race/ethnicity. No White participants reported having concerns, whereas 10% of Indigenous/racialized participants reported having concerns. Specifically, 12% of Indigenous respondents and 15% of Inuit respondents reported having cultural, religious, or spiritual concerns.

Overall, participants provided positive comments suggesting that the community is pleased with the steps that have been taken thus far. However, some comments suggested that community members have concerns with regard to BWC policy (e.g., turning the BWCs on/off, releasing video footage, privacy concerns).

Responses of participants who completed the survey early on in the pilot were not statistically different from those of participants who completed the survey near the end of the pilot. Also, it should be noted that while efforts were undertaken to ensure a diverse community representation in survey responses, there was an underrepresentation of Inuit individuals. In the future, a different approach should be taken (e.g., non-police, third-party data collection).

RCMP Member Consultation

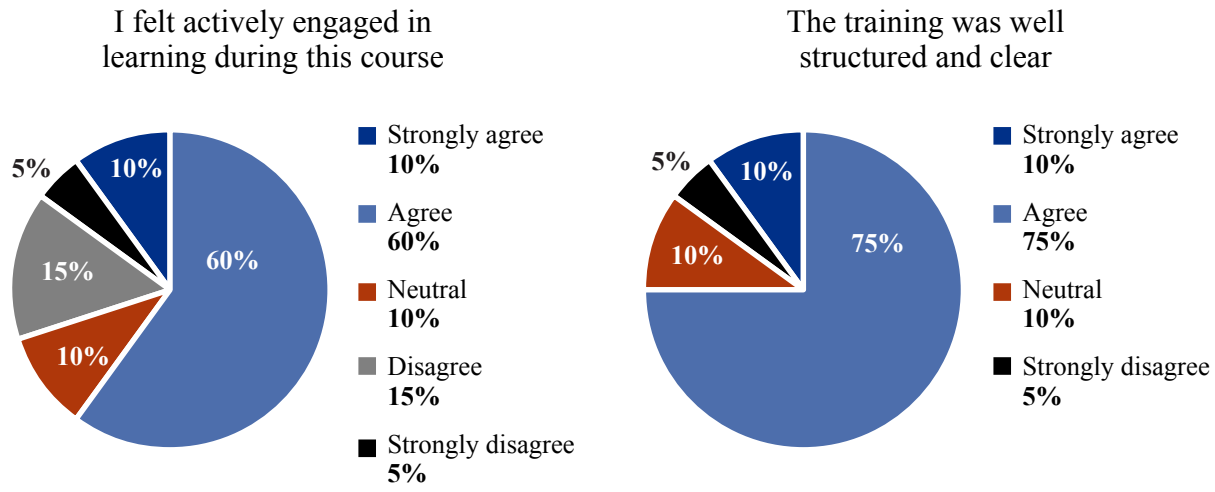
Body-Worn Camera Training Program

In collaboration with L&D, "V" Division introduced a new training program for all permanent and relief duty members who would be equipped with BWCs during the pilot. The training encompassed not only how to function the camera itself, but also the Digital Evidence Management System (DEMS), and how to operationalize aspects of the BWC policy. In total, 54 members completed the training, 20 of which completed a survey facilitated by L&D on the quality of the training.

Following the first wave of training, trainees (n = 20) were asked to complete a training survey developed and facilitated by L&D. The participants were predominately-male (80%) constables (70%), between the ages of 25 to 39 years old (60%), and most had never completed any other kind of BWC training before (60%). Overall, most participants "agreed" (60%) or "strongly agreed" (10%) that they felt actively engaged in learning during the course, and most participants "agreed" (75%) or "strongly agreed (10%) that the training was well structured and clear (see Figure 26).

Figure 26

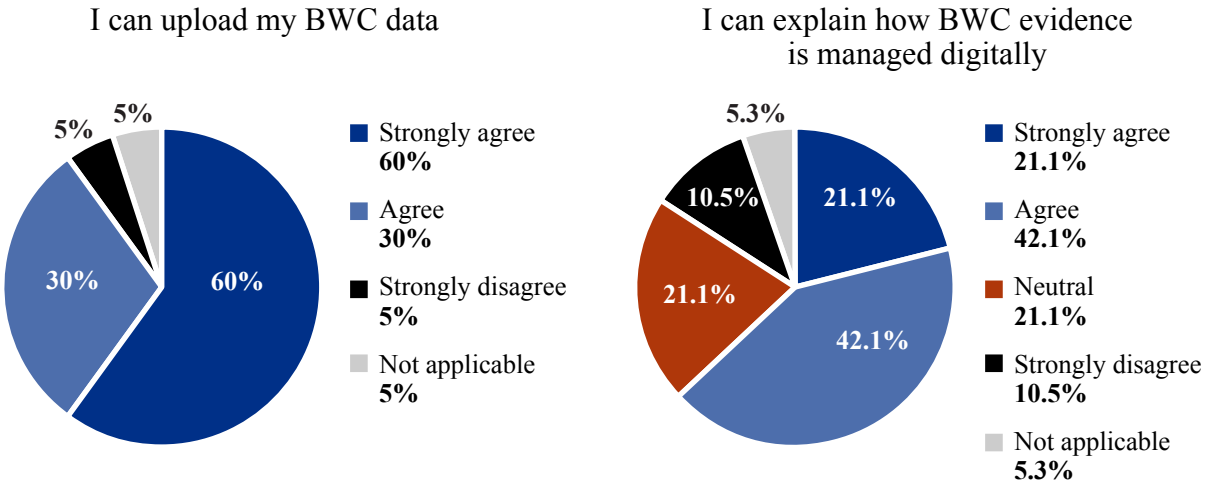
Officer ratings of their engagement and clarity with the body-worn camera training course



With regard to the handling and maintenance of digital evidence, based on the training received, the majority of participants, "strongly agreed" (60%) and "agreed" (30%), that they could upload their BWC data. Participants also reported they "strongly agreed" (21.1%) and "agreed" (42.1%) that they could explain how BWC evidence is managed digitally. However, there were a number of participants who indicated that they felt "neutral" (21.1%) or "strongly disagreed" (10.5%) that they could explain the digital management of BWC evidence (see Figure 27).

Figure 27

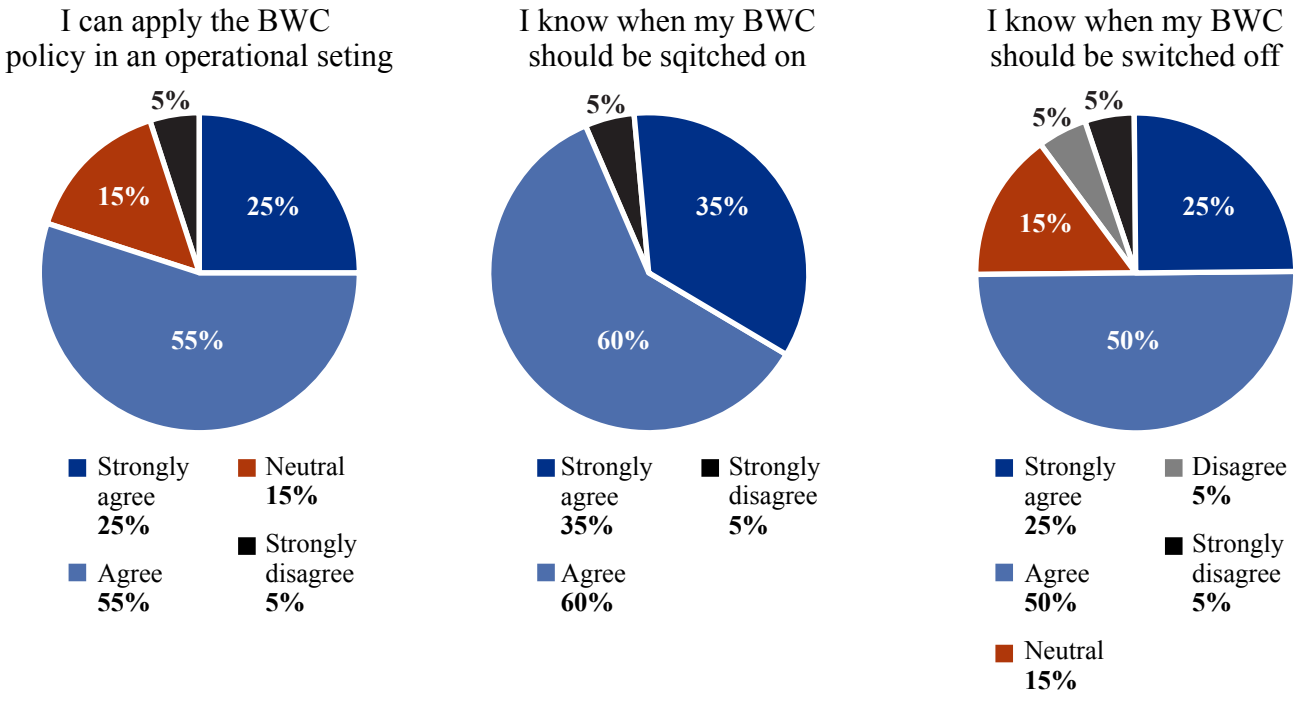
Officer ratings of their knowledge of the digital evidence management system



With regard to their understanding of RCMP policy of BWCs, the majority of participants "agreed" (55%) or "strongly agreed" (25%) that they could apply the BWC policy in an operational setting. Additionally, 60% of participants "agreed" and 35% "strongly agreed" they know when their BWC should be switched *on*; 50% "agreed" and 25% "strongly agreed" that they know when their BWC should be switched *off*. It is important to note that some participants indicated that they were "neutral" or "disagreed" that they knew how to apply BWC policy in an operational setting; also, some participants indicated that they "disagreed" (5%) or were "neutral" (15%) in knowing when to switch their BWC off. These results are depicted in see Figure 28.

Figure 28

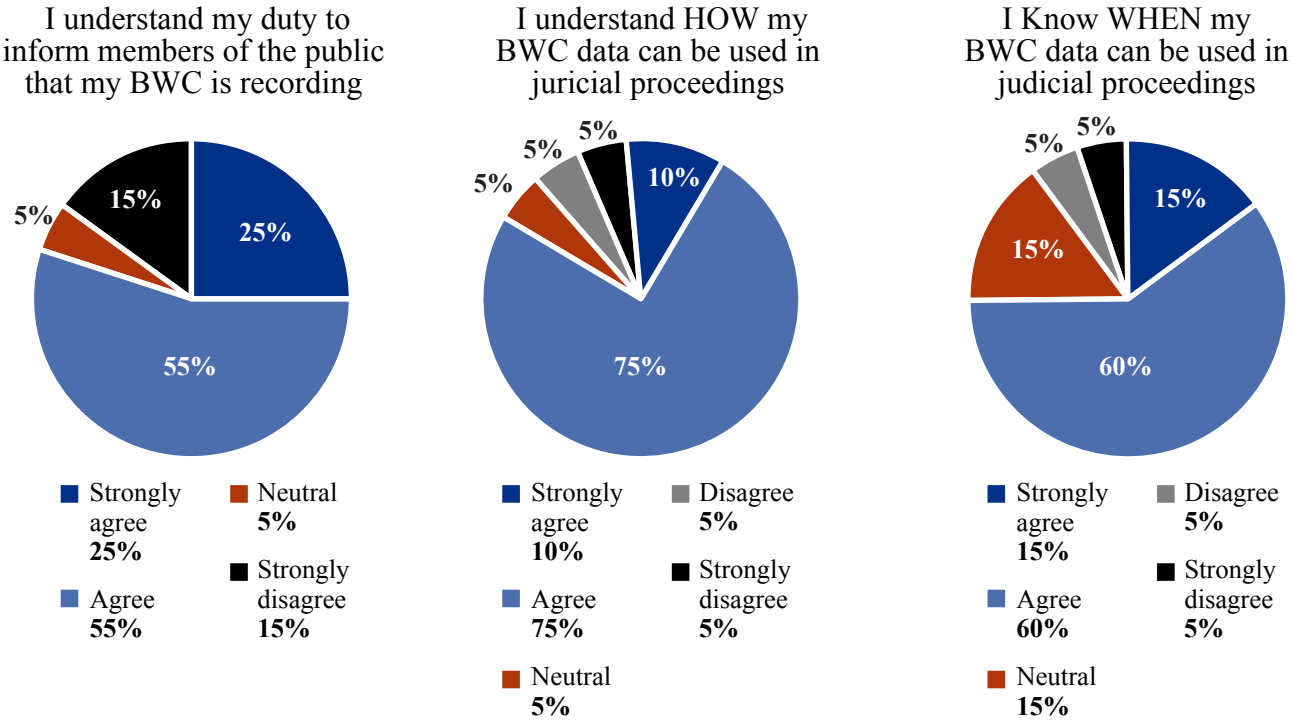
Officer ratings of their practical knowledge of the body-worn camera policy and equipment



Relatedly, the majority of participants "agreed" (55%) and "strongly agreed" (25%) that they understand their duty to inform members of the public that their BWC is recording. However, it should be noted that 15% of participants also indicated that they "strongly disagreed" when asked if they understood their duty to inform members of the public that their BWC is recording. Participants were also asked if they knew how their BWC data could be used in judicial proceedings, of which 75% "agreed" and 10% "strongly agreed." These results are depicted in Figure 29. Most participants felt "very confident" (45%) or "moderately confident" (50%) in their ability to follow the RCMP BWC policy.

Figure 29

Officer ratings of officers' understanding of BWC policy



Officers were also asked about the online WatchGuard User training, the WatchGuard Introduction to Evidence Library Express training, WatchGuard REDACTIVE User training, as well as additional questions about their confidence in various skills, the instructors who delivered the course, and about the applicability of the skills they learned. Officers were also able to provide any other comments or concerns in open-text boxes. It is important to note that of these qualitative responses, some participants (40%) felt certain components, skills, or tactics could be removed from the BWC course, with some suggesting that in-person training was unnecessary. A similar amount (38%) suggested that the critical incident stress module could be removed from the training and repeats what is taught in Road to Mental Readiness (R2MR) training[7]. The full findings can be found in L&D's comprehensive report on the piloted training: "Evaluation of the RCMP Body-Worn

[7] R2MR training was created by the Department of National Defence "to build awareness of mental illness and operational stress injuries through education, to reduce the stigma associated with mental illness, and to increase understanding and support for these conditions." This training is mandatory for all RCMP employees.

Camera Pilot Program." The L&D team's recommendations, based on their results, can be found in the Training sub-section of the Recommendations/Considerations section below.

Member Survey Results

All members (permanent or relief) who were operational during the BWC pilot in Iqaluit and used a camera at least once while on-shift were asked to participate in a survey about their experience. The survey asked about their general satisfaction with the performance and configuration of the camera, how easy it was to use and/or if they experienced any challenges, their opinion of the mounting location and type of mount they used, the clarity of the BWC policy, and any privacy issues they experienced. Members were also asked about their opinion of various features of the camera that impacted comfort and functionality (e.g., weight, video quality, range of coverage, audio, battery life, display screen). Members were asked how the BWC impacted certain aspects of their safety such as switching the camera from their soft or hard body armour, their access to their intervention options, and whether it covers the word "Police" on their vest. The survey also asked them questions about any perceived changes they noticed in themselves or in the public since wearing the camera. Follow-up questions about BWC training were also included. Results for each of these sections are presented below.

The survey was sent to 51 members and had a response rate of 25.5% (n = 13).[8] Most of these members identified their gender as male (n = 8), one identified as a woman, and one preferred not to say.[9] Most participants who completed the survey were general duty members (n = 9) at the rank of constable (n = 8). The majority of respondents were relief members (n = 7), while four were permanent members. Prior to completing the survey, two members wore a camera for one week, two members wore it for two weeks, two members wore it for three weeks, one member wore it for four weeks, and one member wore it for five weeks.

General Satisfaction with the Body-Worn Camera

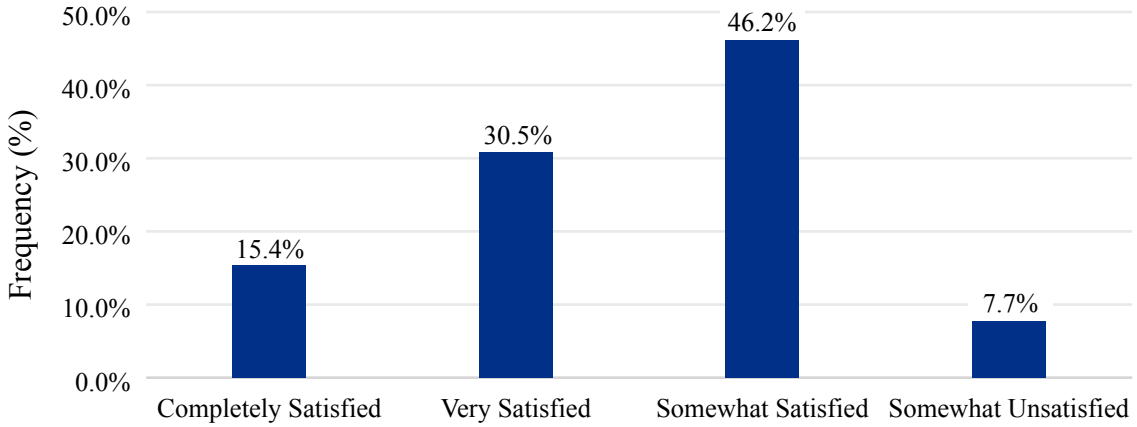
The first section of the survey asked members about their general satisfaction with the BWC. The first question was "How satisfied are you with the overall performance of the BWC?" The majority of members were "somewhat satisfied" (46.2%, n = 6) and "very satisfied" (30.8%, n = 4). See Figure 30.

[8] There were 54 members who participated in training; thus, all but three members who participated in the BWC training were sent the member experience survey. The survey was not sent to these three members because, following the training, they were in positions (e.g., specialized investigational units) that did not require/allow for the operational use of BWCs.

[9] Three members (23.1%) did not provide a response when asked about their gender, age, rank, years of service, duty type, and posting type. Two members (15.1%) did not provide a response when asked about their duty type in Iqaluit specifically (e.g., permanent, relief). Finally, five members (38.5%) did not provide a response regarding the amount of time they wore their cameras.

Figure 30

Overall satisfaction with the performance of the body-worn camera

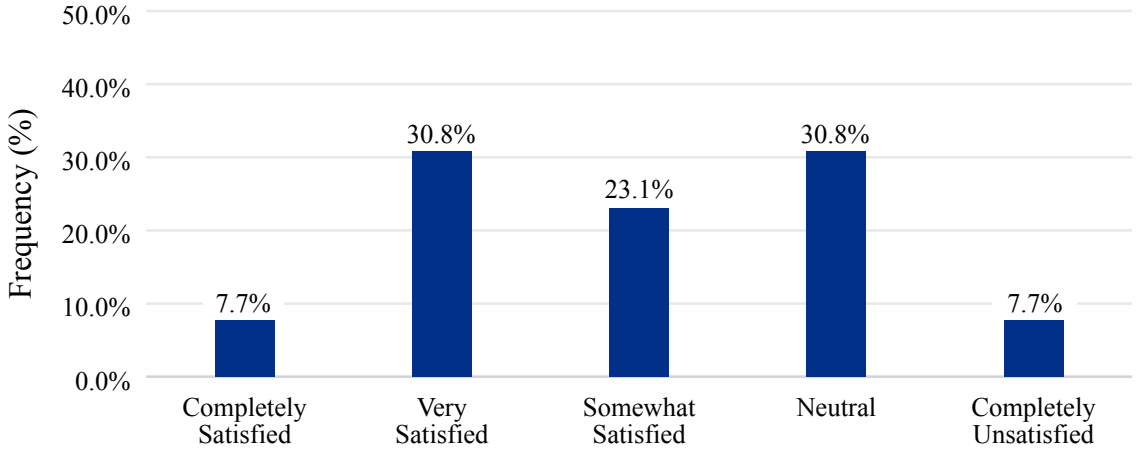


How satisfied are you with the overall performance of the body worn camera?

The next question asked about members' satisfaction with the configuration of buttons on the camera. Most members were either "neutral" (30.8%, *n* = 4) or "very satisfied" (30.8%, *n* = 4). See Figure 31.

Figure 31

Satisfaction with the configuration of buttons on the body-worn camera

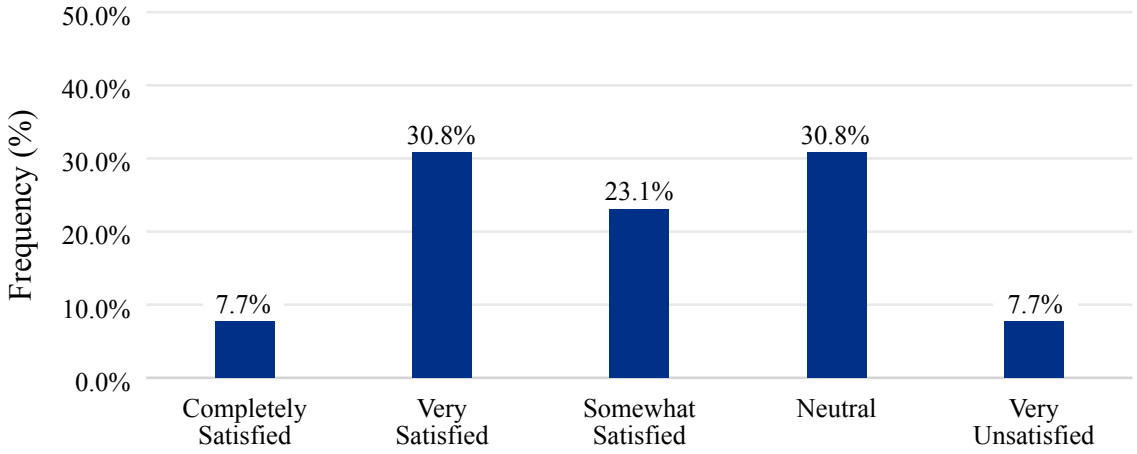


How satisfied are you with the configuration of the buttons on the body worn camera?

Similarly, when members were asked how satisfied they were with the ease of use of the BWC, most responded that they were "neutral" (30.8%, *n* = 4) or "very satisfied" (30.8%, *n* = 4). See Figure 32.

Figure 32

Satisfaction with the ease of use of the body-worn camera

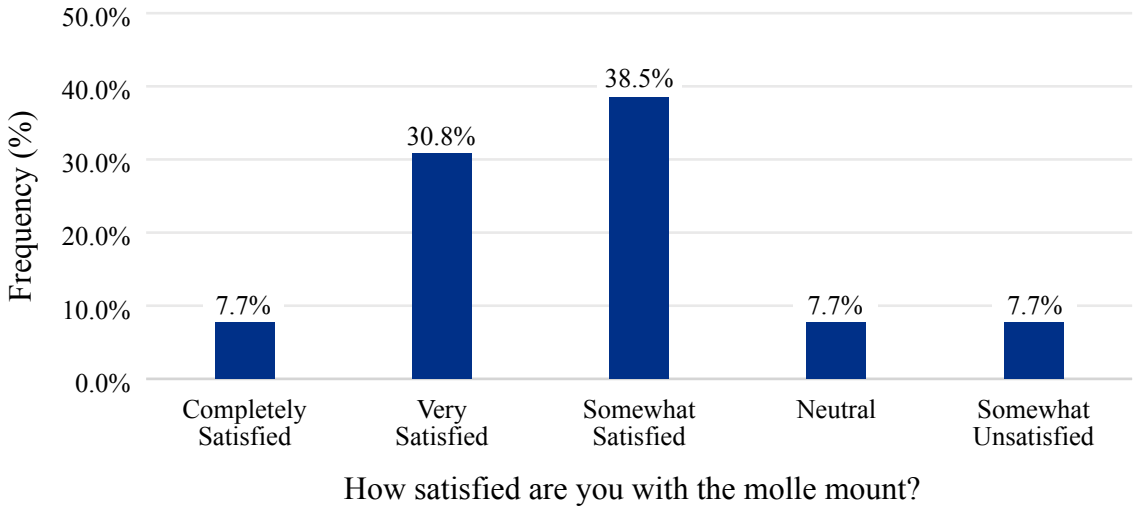


The next question asked whether members experienced any challenges with the mounting location of the BWC. Interestingly, almost half of respondents said "yes" they had experienced challenges (46.2%, *n* = 6). When asked what challenges they encountered, members noted the following: (1) "Can't use the magnetic mount on my vest," (2) "Just the initial setup of getting the carrier into the molle.[10] Once it was in place, the camera itself attaches and detaches rather well," (3) "Not much room on the vest for smaller members who have smaller carriers," (4) "The BWC support is hard to install on my soft body armor," and (5) "The molle piece is hard to insert and made me move my carbine mags." Related to these comments, it is important to note that most members were using only a molle mount (84.6%, *n* = 11), one member (7.7%) used a magnet mount, and one member used both systems (7.7%). For the two individuals who used the magnet mount, both indicated that they were "somewhat satisfied" with it (15.4%). For the remaining members who all used a molle mount, most were either "somewhat satisfied" (38.5%, *n* = 5) or "very satisfied" with it (30.8%, *n* = 4). For the one individual who was "somewhat unsatisfied" (7.7%) with the molle mount, they noted that it was "hard to install." See Figure 33.

[10] *Molle* is the acronym used for "modular lightweight load-carrying equipment" which refers to the rows and columns of webbing found on soft body armour. This webbing allows for items to be attached to body armour, such as the BWC.

Figure 33

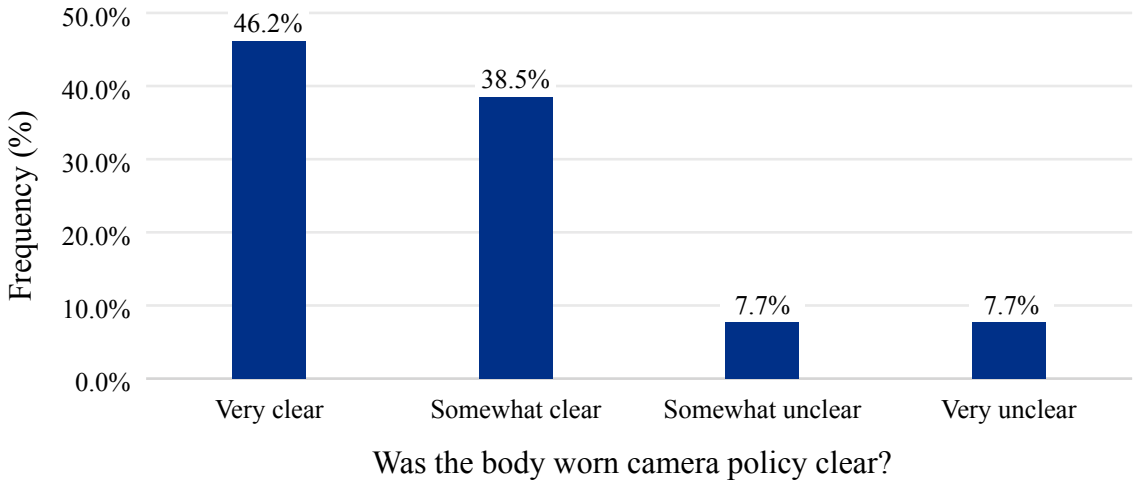
Satisfaction with the molle mount



Next, members were asked whether the BWC policy was clear, and if unclear, which part. The majority of respondents found the policy "very clear" (46.2%, *n* = 6) or "somewhat clear" (38.5%, *n* = 5). For those who found it unclear to any extent, they commented that it had "been use[d] for code of conduct and promotion more than to protect members and the public," and "the part where the ops needs to review the SB/OR when video is available is counter productive as the A/Cpl are already reviewing the SB/OR." See Figure 34.

Figure 34

Clarity of body-worn camera policy



Members were also asked about the best comfort and performance feature(s) of the camera, as well as the worst feature(s). Any other general comments about the camera were also solicited. Comments are provided in Table 10.

Table 10

Best and Worst Comfort and Performance Feature(s) of the Body-Worn Camera

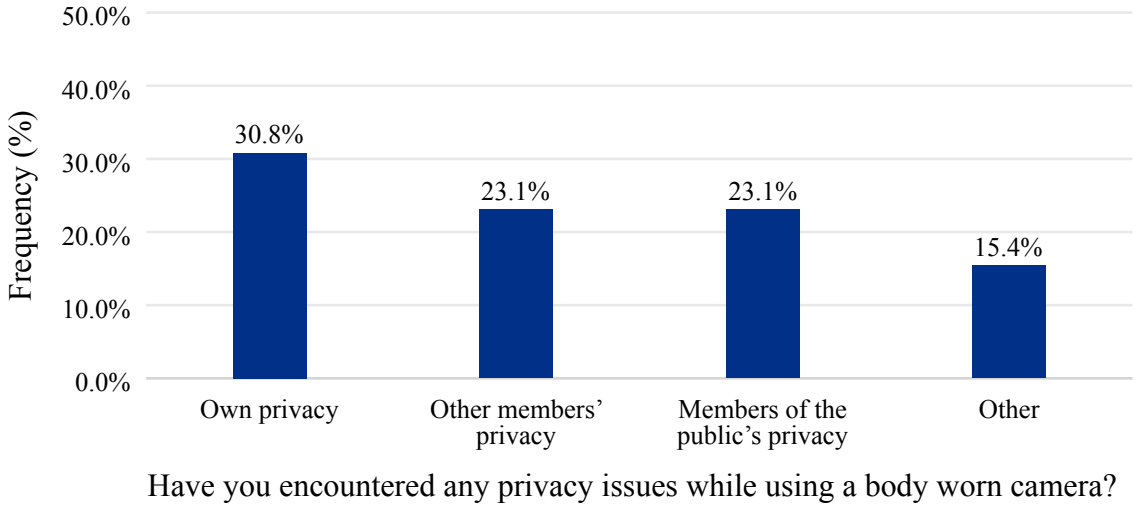
Best Feature(s)	Worst Feature(s)	General Comments
Capturing HD image and sound	Bulky	After any altercation with a suspect, the drive back to the station usually allows us to "relax" and calm down; with the camera still recording we can not do so.
Easy to use	Limited battery life, difficult to read display, light while in use – safety issue	The selection process is not great for categorizing the video. There also are not enough appropriate categories.
Great images	Magnet mount. There isn't enough room on my vest to utilize the magnet mount as the front pocket is the only place for me to carry other important tools.	_
Out of the way and still captures the desired images	Member forgetting to turn it on	_
The ability to capture sounds and make it clear when you play the video back	The display up top is hard to read	_
_	The lens is changing direction sometimes	_
_	The quality of the video in the dark	_
_	Too easy to inadvertently activate. The aperture tilts up or down too easily when brushed against clothing or other items.	_

The final questions in the first section asked about possible privacy issues with the camera. Approximately 30.8% (n = 4) of members said they encountered privacy issues that affected themselves, 23.1% (n = 3) encountered issues affecting other members' privacy, 23.1% (n = 3) encountered issues with members of the public's privacy, and 15.4% (n = 2) said they encountered other privacy issues, and mentioned "hospitals" and the fact that "…it can be redacted if need be." See Figure 35. Respondents were also asked if they thought the RCMP should adopt BWCs for all frontline officers, and nearly all members responded said "yes" (84.6%, n = 11); only one said "no" (7.7%). See Figure 36.

In addition, it is important to note that some members also expressed concerns over BWC footage being used by supervisors beyond the scope of their responsibilities. Role-based access control with clear set parameters would assist in providing guidance to members and supervisors.[11]

Figure 35

Privacy issues using the body-worn camera

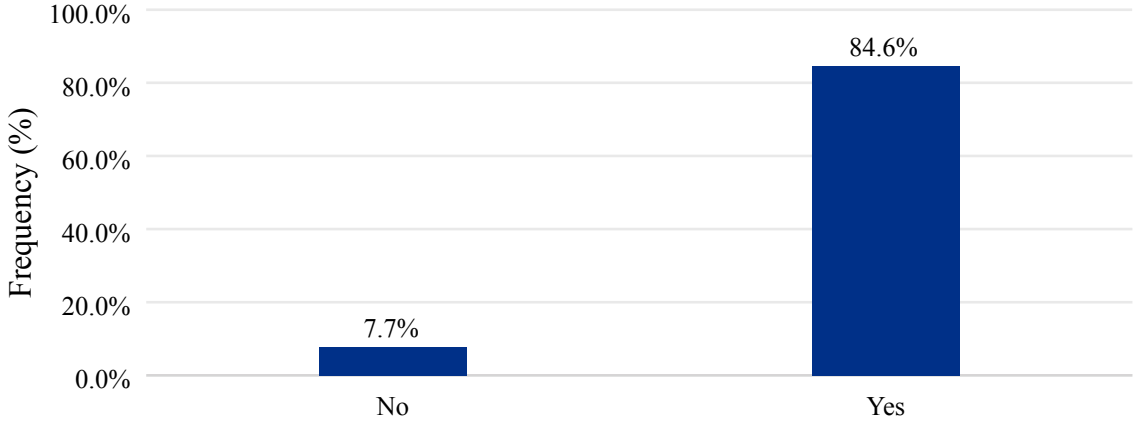


Note. Participants could select multiple responses.

[11] This information was provided via a personal communication, rather than via the user survey responses.

Figure 36

Whether the RCMP should adopt body-worn cameras for all frontline police officers



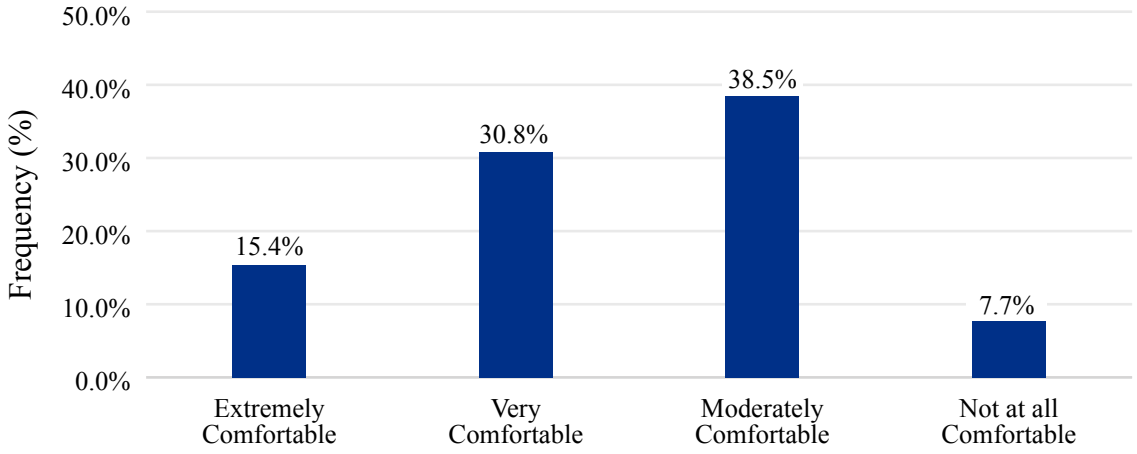
Do you think the RCMP should adopt body worn cameras for all frontline police officers?

Comfort and Functionality

The second section of the survey related to "Comfort and Functionality." The first question was "How acceptable is the comfort of the BWC?" Most respondents said "moderately comfortable" (38.5%, $n = 5$) or "very comfortable" (30.8%, $n = 4$). One respondent (7.7%) did not respond to this question. See Figure 37.

Figure 37

Comfort of the body-worn camera

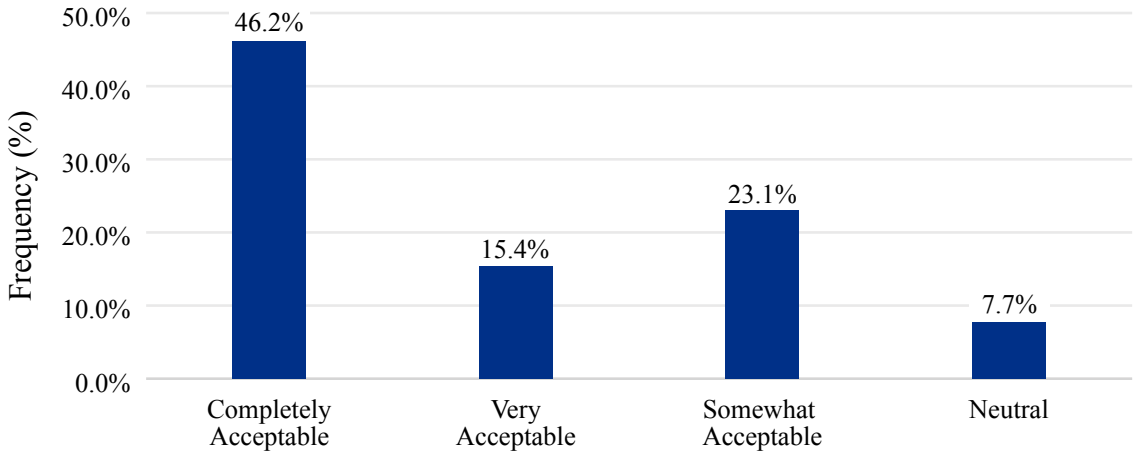


How acceptable is the comfort of the body worn camera?

The next question asked about the acceptability of the weight of the BWC. The majority of respondents answered that the weight was "completely acceptable" (46.2%, $n = 6$), with some saying that it was "very acceptable" (15.4%) or "somewhat acceptable" (23.1%, $n = 3$). No participants reported that the weight was "somewhat," "very," or "completely *un*acceptable). One respondent (7.7%) did not respond to this question. See Figure 38.

Figure 38

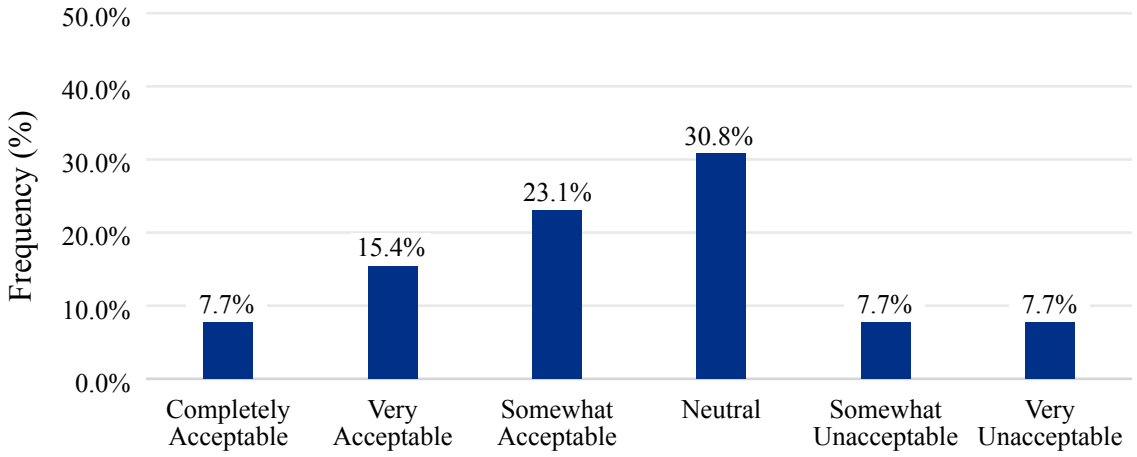
Acceptability with the weight of the body-worn camera



Most members were "neutral" about the bulkiness of the BWC (30.8%, *n* = 4), and a few felt it was "somewhat acceptable" (23.1%, *n* = 3). Individuals noted that, in terms of bulkiness, it was "bad" and "sticks out too far." One respondent (7.7%) did not respond to this question. See Figure 39.

Figure 39

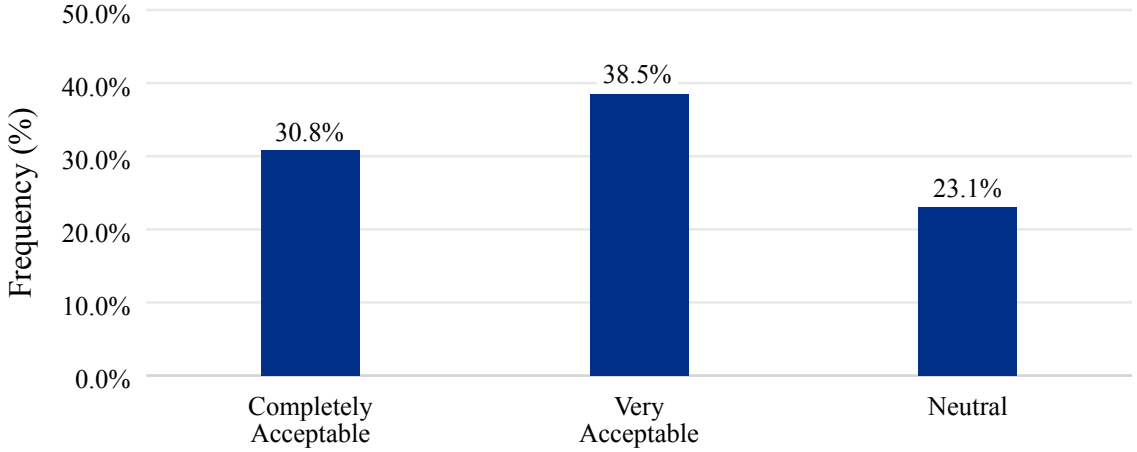
Acceptability of the bulkiness of the body-worn camera



The next question asked "how acceptable is the video quality of the BWC?" Most respondents felt it was "very acceptable" (38.5%, *n* = 5) or "completely acceptable" (30.8%, *n* = 4). One respondent (7.7%) did not respond to this question. See Figure 40.

Figure 40

Acceptability of the video quality of the body-worn camera

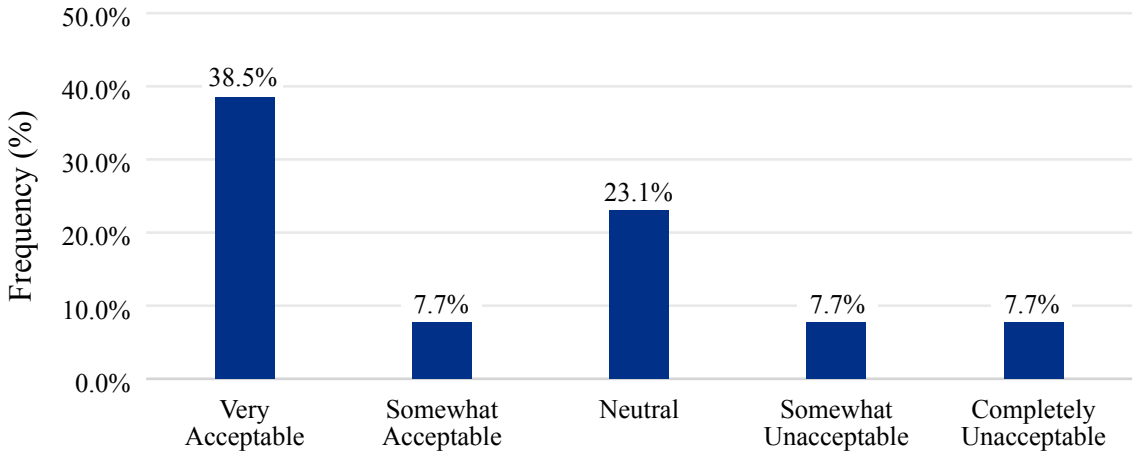


How acceptable is the video quality of the body worn camera?

Members were then asked how acceptable the video quality of the camera was *in low-light situations*. Most respondents felt it was "very acceptable" (38.5%, *n* = 5) or "neutral" (23.1%, *n* = 3). Two respondents (15.4%) did not respond to this question. Those who felt it was unacceptable explained: "Don't really see anything when no light," and "It is impossible to see anything on the playback video if it was filmed outside after sunset. I had one video recording outside around 21:00 and the whole encounter was pitch black on the video." See Figure 41.

Figure 41

Acceptability of the video quality of the body-worn camera in low-light situations



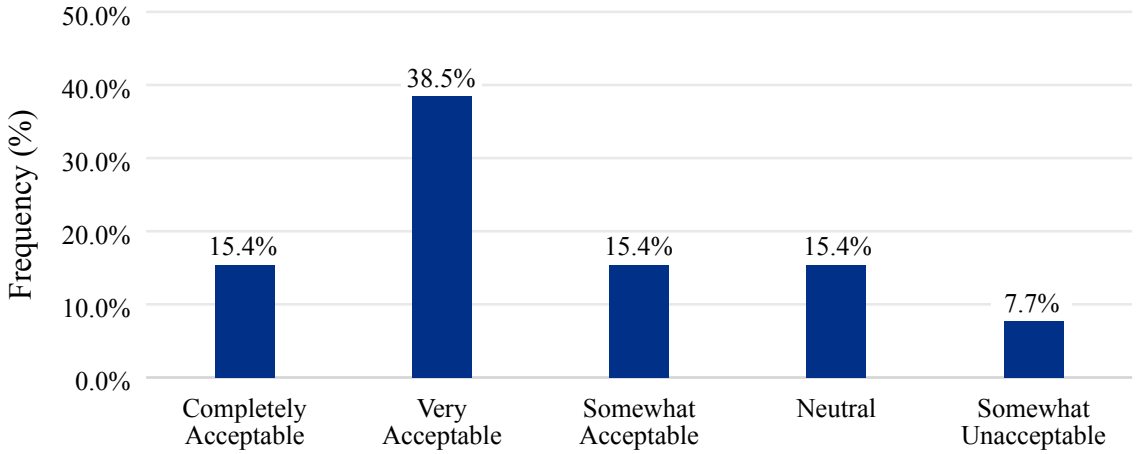
How acceptable is the video quality of the body worn camera in low-light situations?

The next question asked "How acceptable is the range of coverage captured by the BWC (e.g., periphery)?" While most respondents felt it was "very acceptable" (38.5%, *n* = 5), there was an equal dispersion across the other categories, with some saying it was "completely acceptable" (15.4%, *n* = 2), "neutral" (15.4%, *n* = 2), and "somewhat acceptable" (15.4%, *n* = 2). One individual

who reported that the range of coverage captured by the BWC was "somewhat unacceptable" noted that it "only captures in front." One respondent (7.7%) did not respond to this question. See Figure 42.

Figure 42

Acceptability of the range of coverage of the body-worn camera

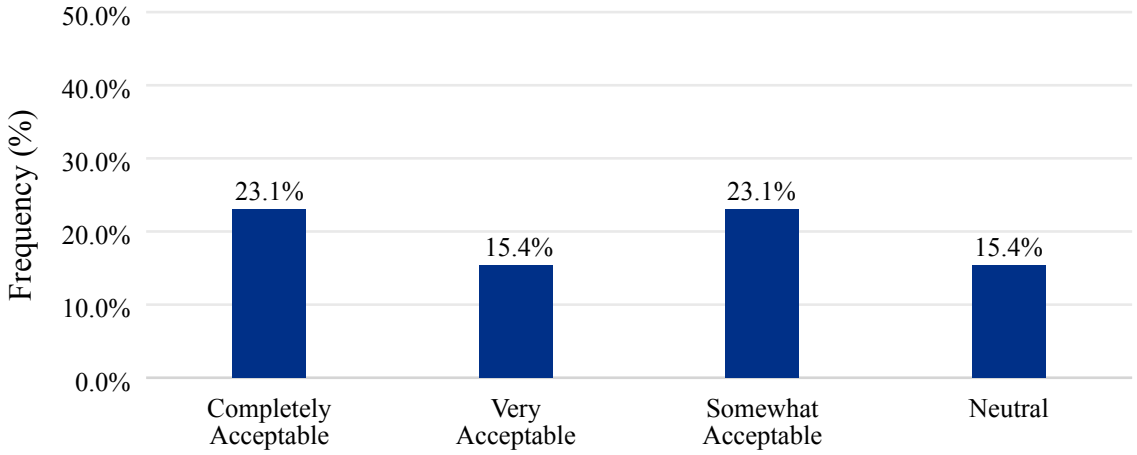


How acceptable is the range of coverage captured by the body worn camera (e.g., periphery)?

The next question asked about the acceptability of the audio quality of the BWC. While the ratings were dispersed, all ratings were generally favourable. Approximately 23.1% (n = 3) rated it as "completely acceptable" and the same amount rated it "somewhat acceptable." No participants reported that the audio quality was "somewhat," "very," or "completely *un*acceptable." Three respondents (23.1%) did not respond to this question. See Figure 43.

Figure 43

Acceptability of the audio quality of the body-worn camera



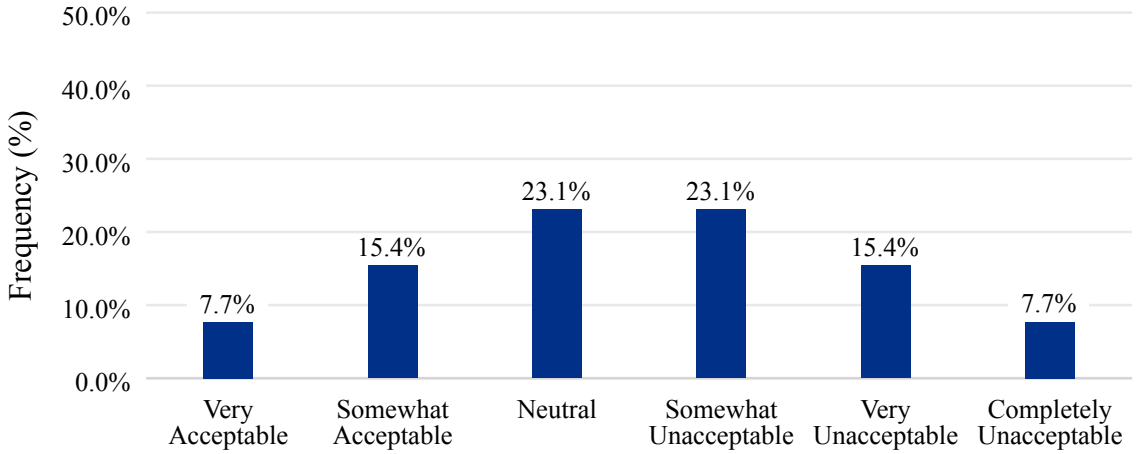
How acceptable is the audio quality of the body worn camera?

Members were then asked how acceptable the display screen of the camera was. Interestingly, most respondents were "neutral" (23.1%, n = 3) about the screen, or felt it was "completely unacceptable" (23.1%, n = 3). A number of comments were left about the display

screen, including: (1) “Can’t see anything on the screen,” (2) “Hard to read. Have to manipulate camera to see clearly (distorted at certain angles)”, (3) “Impossible to read,” (4) “It’s very difficult to read, even in good light,” (5) “Very difficult to read in any lighting conditions,” and (6) “Very hard to view the screen unless you are looking at it at a perfect angle.” One respondent (7.7%) did not respond to this question. See Figure 44.

Figure 44

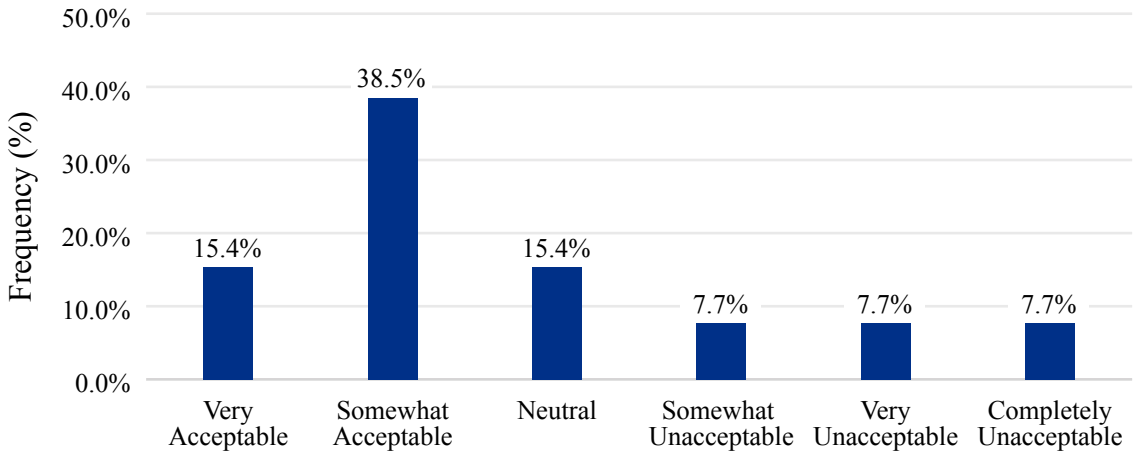
Acceptability of the display screen of the body-worn camera



When asking about the acceptability of the battery life, most respondents said it was “somewhat acceptable” (38.5%, *n* = 5). They noted that it “dies quickly,” has “limited battery life – doesn’t last a shift without recharging,” and “should last all shift.” One respondent (7.7%) did not respond to this question. See Figure 45.

Figure 45

Acceptability of the battery life of the body-worn camera



The next question was "Have you experienced any issues switching your BWC from your soft body armour to your coat?" Almost all respondents indicated "N/A" for this question (69.2%, *n* = 9). One respondent (7.7%) did not respond to this question. For the one (7.7%) who indicated it was an issue, they noted that "multiple mounts are required."

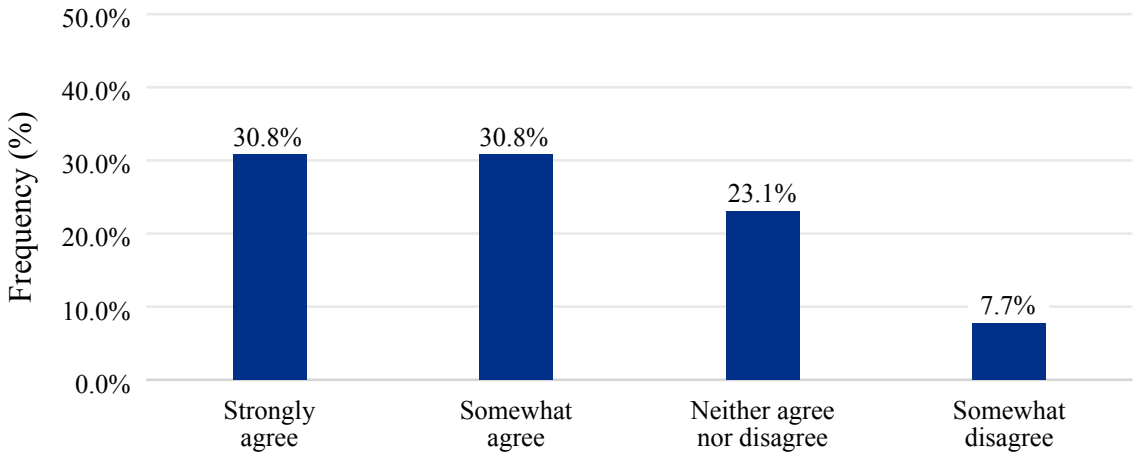
Members were also asked if they experienced any issues switching the BWC from their soft body armour to their hard body armour. Again, most indicated this was not applicable (53.8%, *n* = 7). One respondent (7.7%) did not respond to this question. Of the two individuals (15.4%) who indicated that it was a problem, they mentioned that it was "hard to install" and "the mount is already on my molle on my soft body armour. This is not a quick transition to move this mount onto hard body armour in an emergency situation."

Officer Safety

The next section focused on Officer Safety. The first question assessed the extent to which officers agreed with the statement "Wearing a BWC has made me feel safer while on the job." There were an equal number of respondents who "somewhat agreed" (30.8%, *n* = 4) and "strongly agreed (30.8%, *n* = 4). One respondent (7.7%) did not respond to this question. See Figure 46.

Figure 46

Feelings of officer safety while on the job

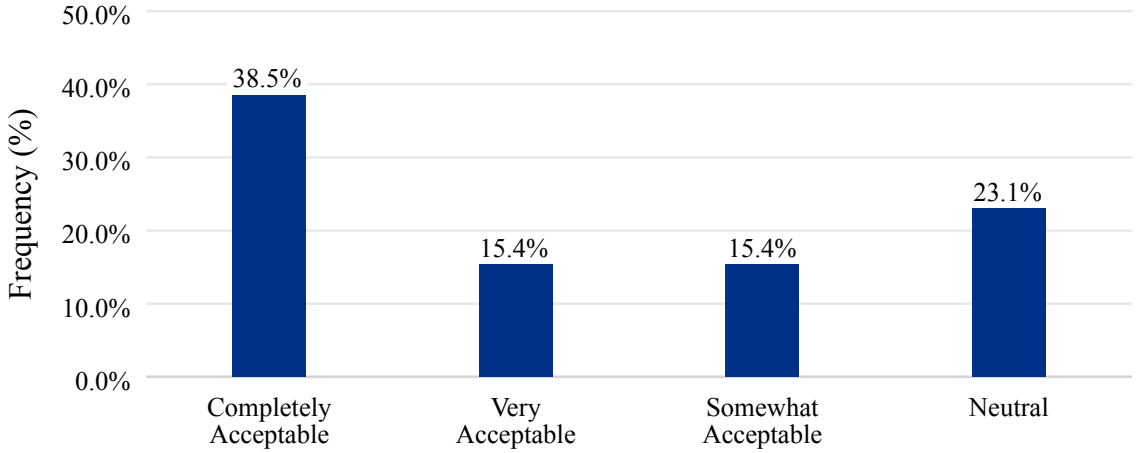


Wearing a body worn camera has made me feel safer while on the job.

The next question asked about the acceptability of the noise the camera makes while running. The majority felt it was "completely acceptable" (38.5%, *n* = 5). One respondent (7.7%) did not respond to this question. See Figure 47.

Figure 47

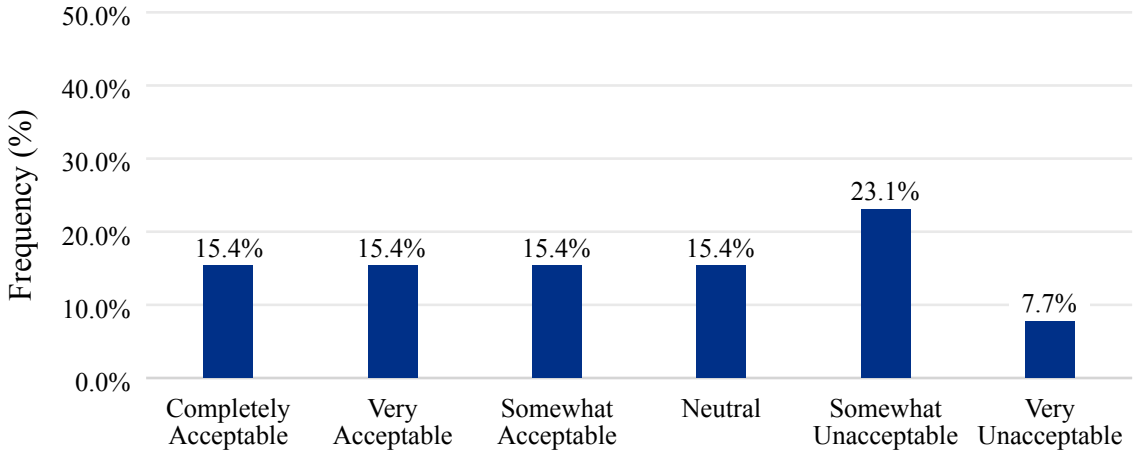
Acceptability of the noise the body-worn camera makes while running



Next, members were asked "How acceptable is the recording indicator light?" Interestingly, most people indicated that it was "somewhat unacceptable" (23.1%, *n* = 3). One respondent (7.7%) did not respond to this question. There were two comments in regards to the indicator light. One person said they "can't see it," while another said "I turn mind to 'covert' mode for officer safety." See Figure 48.

Figure 48

Acceptability of the recording indicator light of the body-worn camera

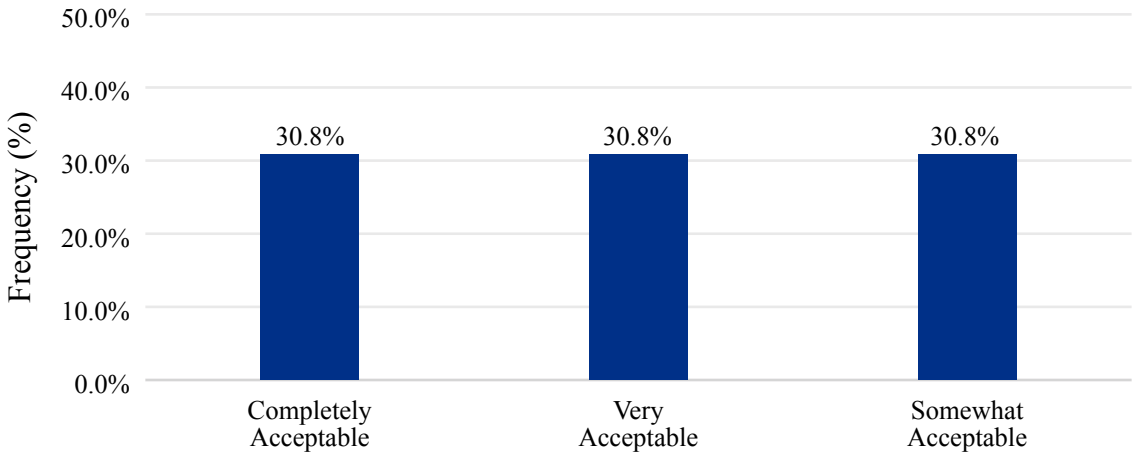


The next question asked "Does the BWC cover the word 'Police' on your vest?" Nearly all respondents said "No" (76.9%, *n* = 10), while one person (7.7%) said "somewhat." One respondent (7.7%) did not respond to this question.

Relatedly, members were asked "How acceptable is the access to your intervention options while wearing the BWC?" There was an equal dispersion across several categories, but all were positive. Approximately 30.8% (n = 4) said the access to their tools was "completely acceptable," "somewhat acceptable," or "very acceptable." One respondent (7.7%) did not respond to this question. See Figure 49.

Figure 49

Acceptability of the access to one's intervention options while wearing the body-worn camera



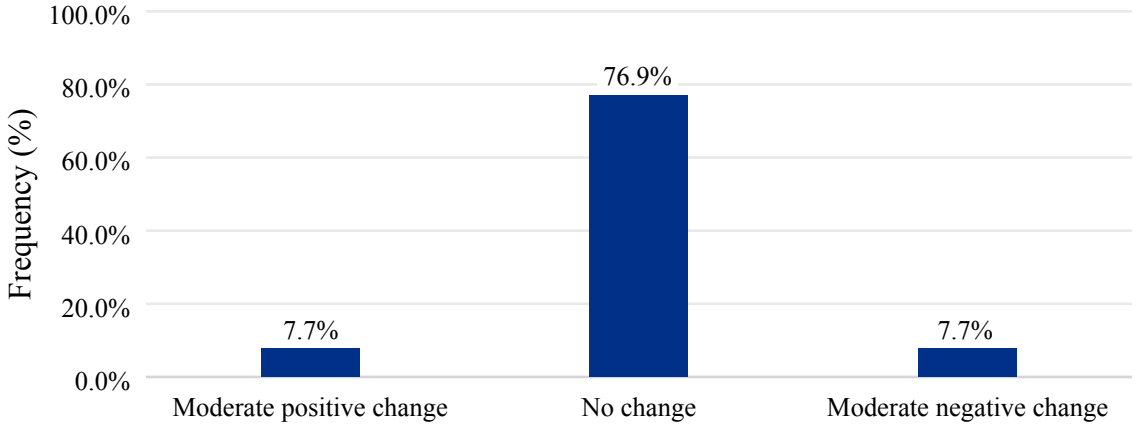
How acceptable is the access to your intervention options while wearing the body worn camera?

Behavioural Changes

The next section assessed behavioural changes as a result of wearing a BWC. Members were asked whether they "perceived any changes in the public's behaviour since wearing a BWC." The majority indicated that there was no perceived change. One respondent (7.7%) did not respond to this question. See Figure 50. However, several officers provided comments: (1) "I did not notice a difference. They were in use in Iqaluit before I arrived. People seem to interact with me the same here as in my other postings where I didn't have a camera," (2) "In my experience the public either ignore the camera or seem somewhat apprehensive," (3) "Most instances here people are intoxicated and they don't realize there is a camera but those that do modify their behaviour sometimes," (4) "N/A," (5) "No change," (6) "People will ask if it's recording," and (7) "There has not been any change from the public."

Figure 50

Perception of changes in the public's behaviour since wearing a body-worn camera

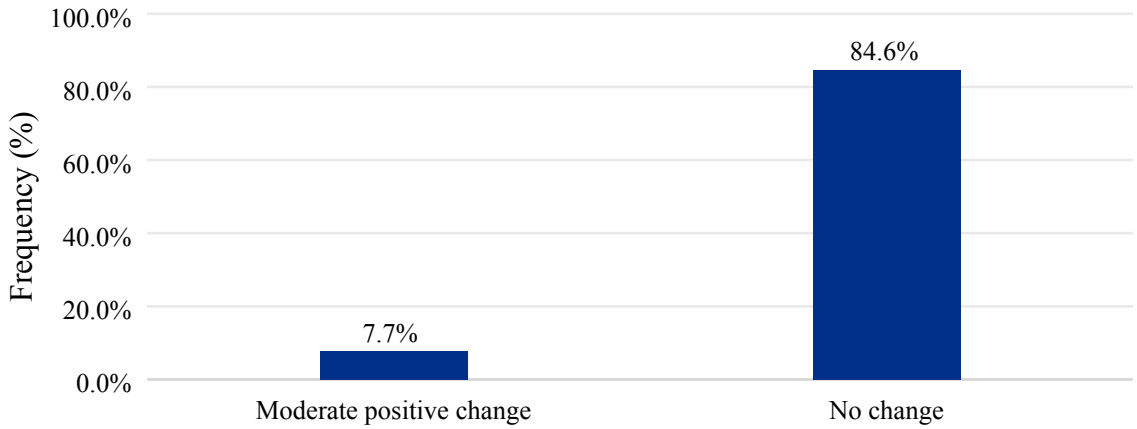


Have you perceived any changes in the public's behaviour since wearing a body worn camera?

Similarly, members were asked "Have you perceived any changes in your own behaviour since wearing the BWC?" Again, nearly all respondents said there had been no change (84.6%, $n = 11$). One officer (7.7%) mentioned a "moderate positive change" and identified this as "confidence." One respondent (7.7%) did not respond to this question. See Figure 51.

Figure 51

Perception of changes in one's own behaviour since wearing a body-worn camera



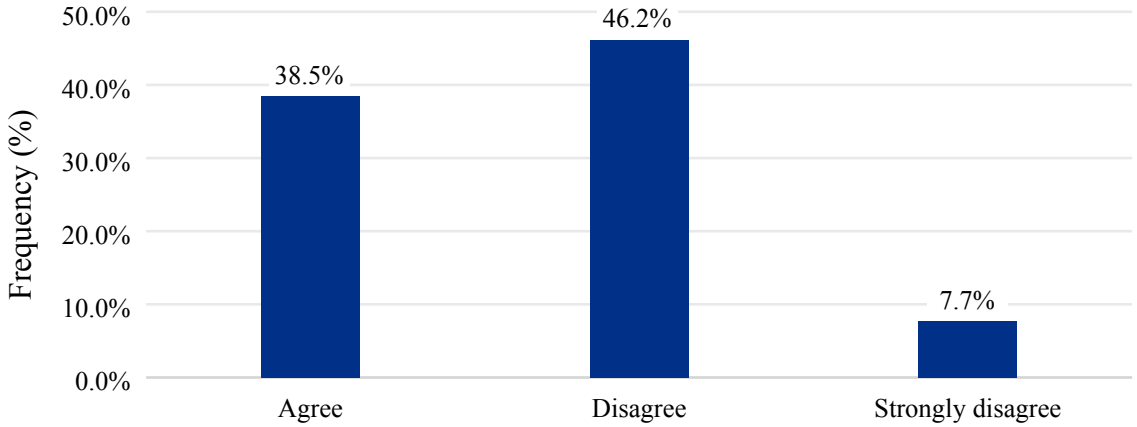
Have you perceived any changes in your own behaviour since wearing the body worn camera?

There was a fairly equal divide in response to the question "The implementation of BWCs has had an impact on my confidence in my ability to do my job." Approximately 46.2% ($n = 6$) "disagreed" with the statement, whereas 38.5% ($n = 5$) "agreed" with the statement. The comments included: "Great evidence," "I am confident knowing that actions if questioned will be backed by evidence on how I say I do my job and how I actually do it in the event of any complaints by the

public as well as to provide additional evidence in certain cases," "N/A," and "Video evidence of what was done during the intervention." One respondent (7.7%) did not respond to this question. See Figure 52.

Figure 52

Perception of the body-worn camera's impact on one's confidence in their ability to do their job



The implementation of body worn cameras has had an impact on my confidence in my ability to do my job.

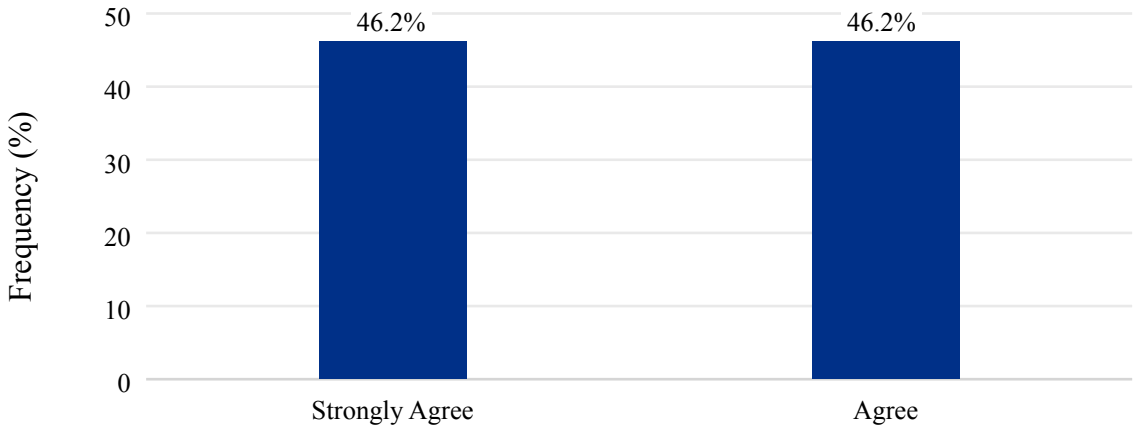
Body-Worn Camera Training

Knowledge Acquisition

The next section asked members about the BWC Training they received. The first question asked them about their agreement on the statement "The BWC training course adequately prepared me for operational use of a BWC." There was an equal divide between individuals who "agreed" (46.2%, $n = 6$) and "strongly agreed" (46.2%, $n = 6$). One respondent (7.7%) did not respond to this question. See Figure 53.

Figure 53

Adequate preparation for operational use of a body-worn camera

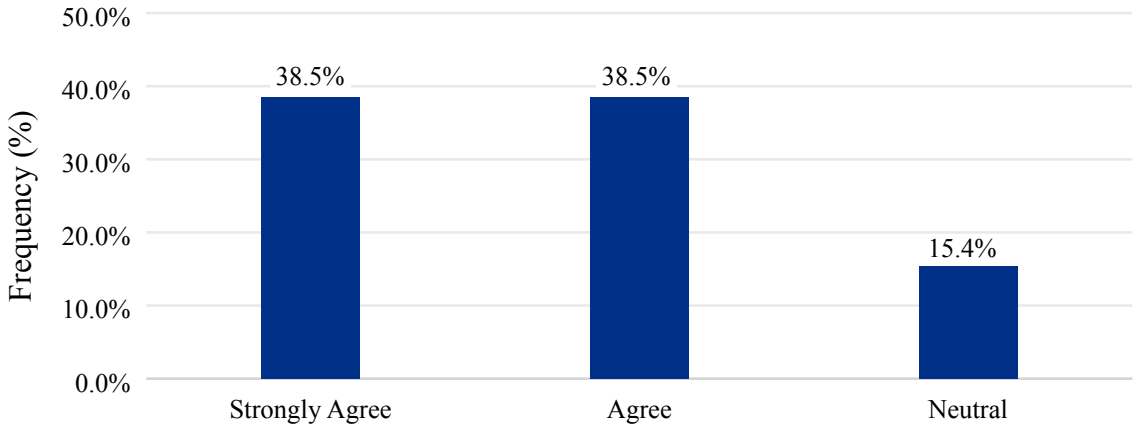


The body worn camera training course adequately prepared me for operational use of a body worn camera.

The next statement was "I acquired knowledge and skills during the BWC training course that I have transferred to my workplace." Again, most respondents "agreed" (38.5%, *n* = 5) or "strongly agreed" (38.5%, *n* = 5). One respondent (7.7%) did not respond to this question. See Figure 54.

Figure 54

Transferability of knowledge and skills from training to the workplace

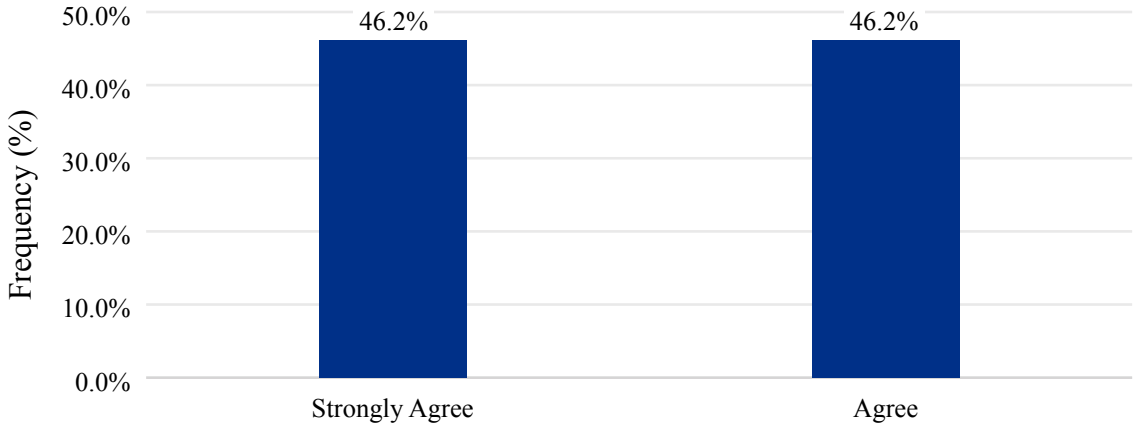


I acquired knowledge and skills during the body worn camera training course that I have transferred to my workplace.

The next statement was "I can upload my BWC data." Again, there was an even divide between individuals who "agreed" (46.2%, *n* = 6) and "strongly agreed" (46.2%, *n* = 6). One respondent (7.7%) did not respond to this question. See Figure 55.

Figure 55

Uploading body-worn camera data

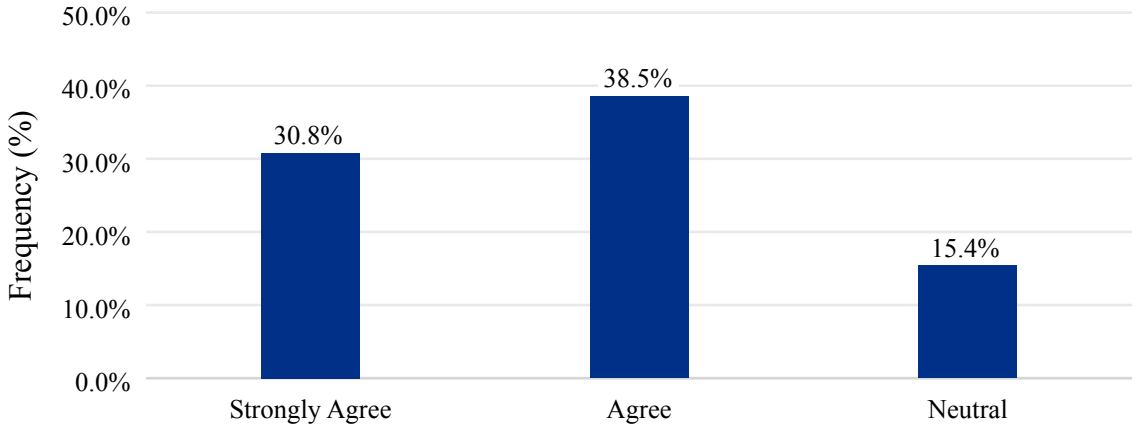


I can upload my body worn camera data.

In relation to the statement "I can explain how BWC evidence is managed digitally," most respondents "agreed" (38.5%, *n* = 5). Two respondents (15.4%) did not respond to this question. See Figure 56.

Figure 56

Understanding of how BWC evidence is managed digitally

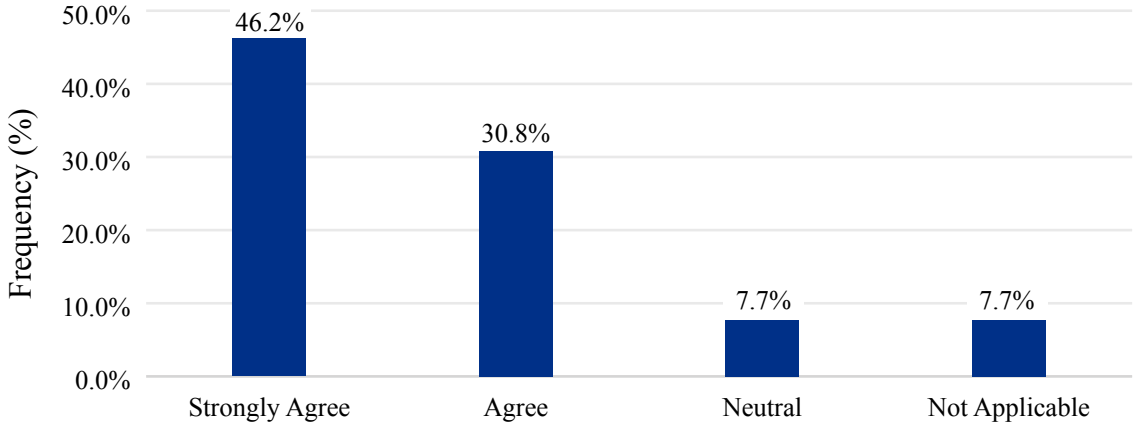


I can explain how body worn camera evidence is managed digitally.

The next statement was "I have applied the BWC policy in an operational setting." Most respondents "strongly agreed" (46.2%, *n* = 6). One respondent (7.7%) did not respond to this question. See Figure 57.

Figure 57

Application of body-worn camera policy in an operational setting

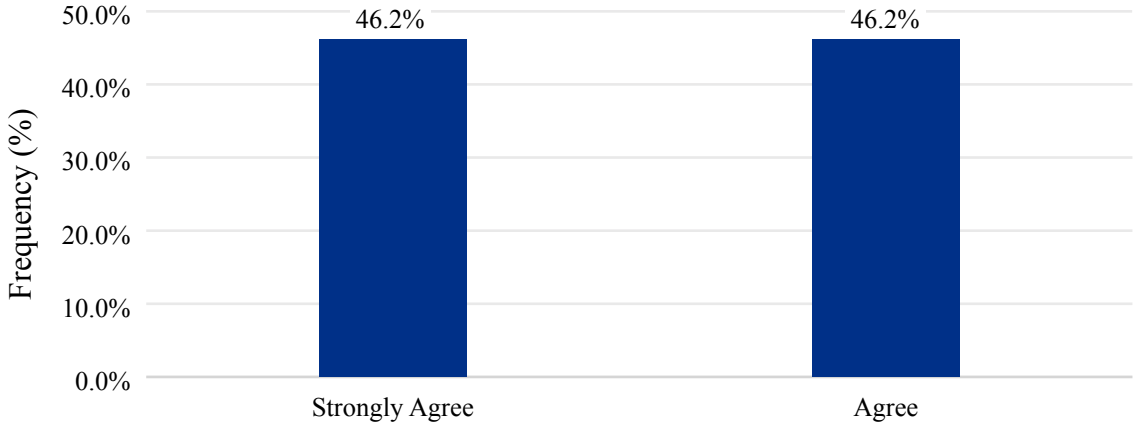


I have applied the body worn camera policy in an operational setting.

The next statement was "I know when my BWC should be switched on." Half of respondents "agreed" (46.2%, *n* = 6) and the other half "strongly agreed" (46.2%, *n* = 6). One respondent (7.7%) did not respond to this question. See Figure 58.

Figure 58

Understanding of when to turn body-worn camera "on"

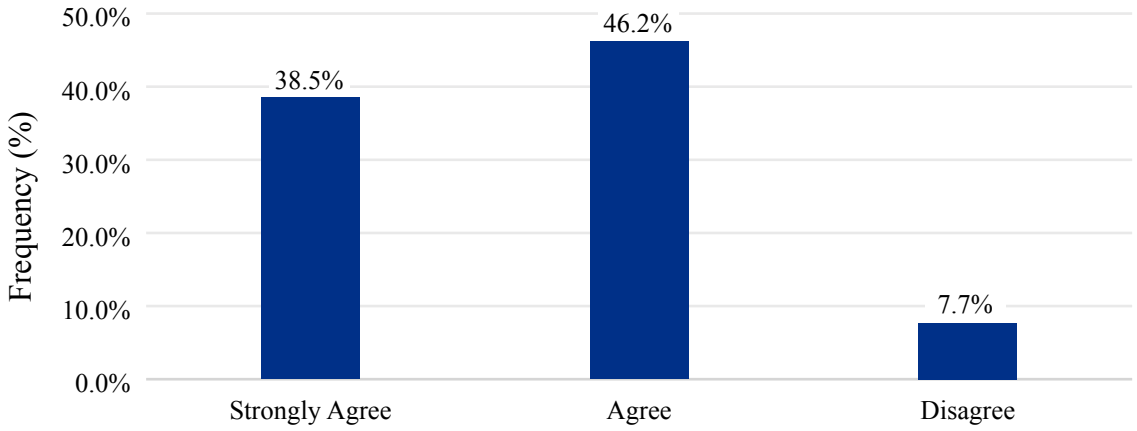


I know when my body worn camera should be switched on.

Relatedly, participants were asked to indicate their agreement with the statement "I know when my BWC should be switched off." Most "agreed" (46.2%, *n* = 6) or "strongly agreed" (38.5%, *n* = 5). One respondent (7.7%) did not respond to this question. See Figure 59.

Figure 59

Understanding of when to turn body-worn camera "off"

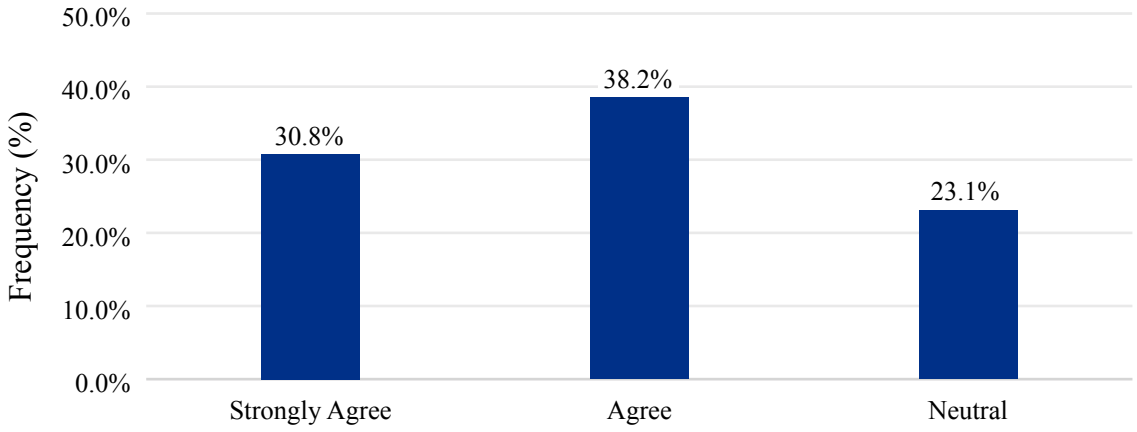


I know when my body worn camera should be switched off.

The next statement officers responded to was "I can perform basic troubleshooting for my BWC." Most "agreed" (38.5%, *n* = 5) or "strongly agreed" (30.8%, *n* = 4). One respondent (7.7%) did not respond to this question. See Figure 60.

Figure 60

Ability to perform basic troubleshooting of the body-worn camera

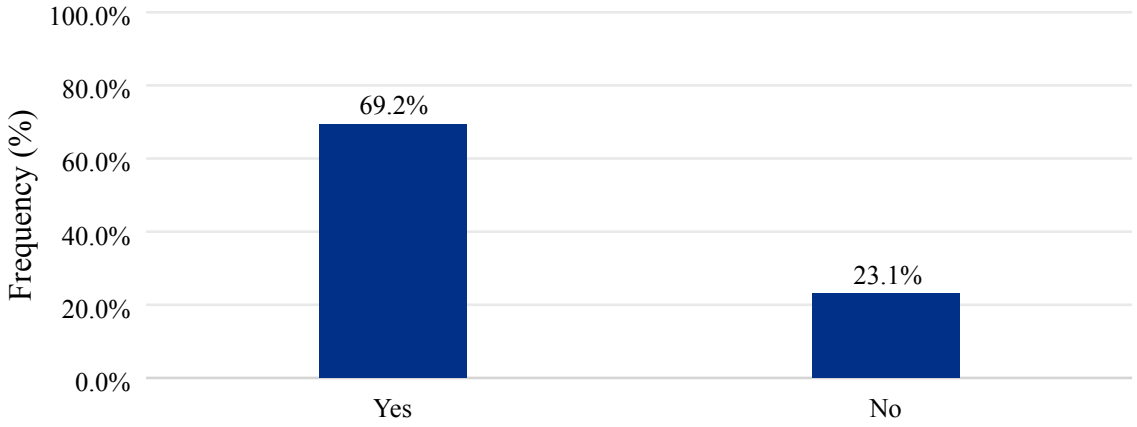


Use of Acquired Skills

Next, members were asked if they had "utilized any of the skills learnt during the BWC training course" in their operational duties. Most said "yes" (69.2%, $n = 9$), and several people commented saying: "capturing only relevant scenes and doing so in accordance with policy," "how to use covert mode," "how to use it," "the overuse of the camera," and "turning the camera on and off, putting it in covert mode." One respondent (7.7%) did not respond to this question. See Figure 61.

Figure 61

Use of skills in operational duties

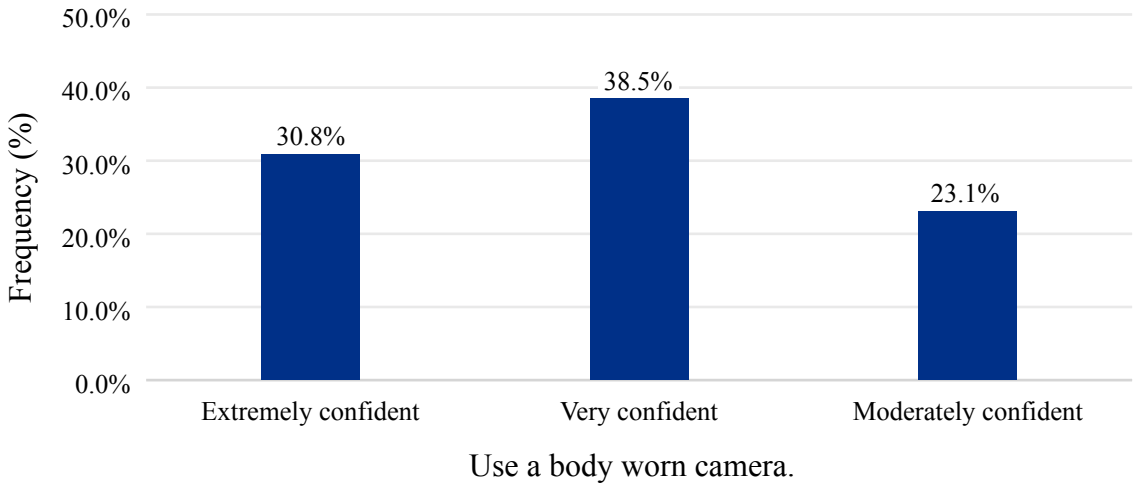


Confidence in Acquired Skills

Members were then asked to rate their confidence on a number of items. Firstly, they were asked to rate their confidence level on their ability to use a BWC. The majority were "very confident" (38.5%, *n* = 5) or "extremely confident" (30.8%, *n* = 4). One respondent (7.7%) did not respond to this question. See Figure 62.

Figure 62

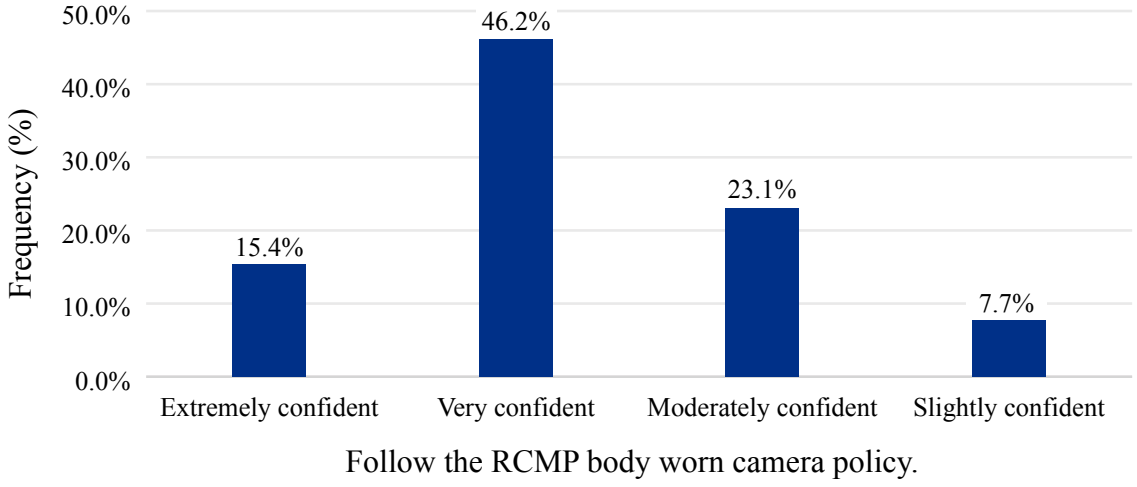
Confidence in ability to use a body-worn camera



Likewise, participants felt "very confident" about their ability to follow the RCMP BWC policy (46.2%, *n* = 6). One respondent (7.7%) did not respond to this question. See Figure 63.

Figure 63

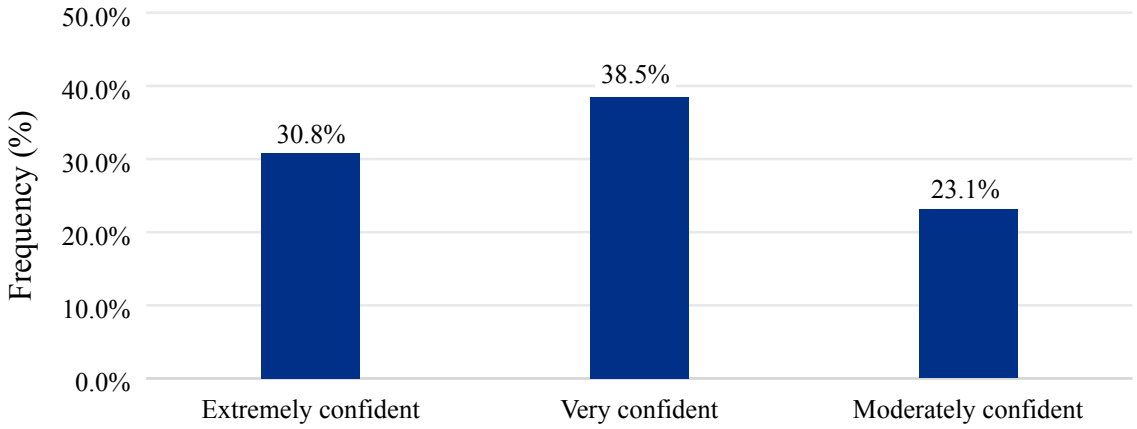
Confidence in ability to follow body-worn camera policy



The next question asked members to rate their confidence regarding their ability to manage their BWC footage. Most were "very confident" (38.5%, *n* = 5) or "extremely confident" (30.8%, *n* = 4). One respondent (7.7%) did not respond to this question. See Figure 64.

Figure 64

Confidence in ability to manage one's body-worn camera footage

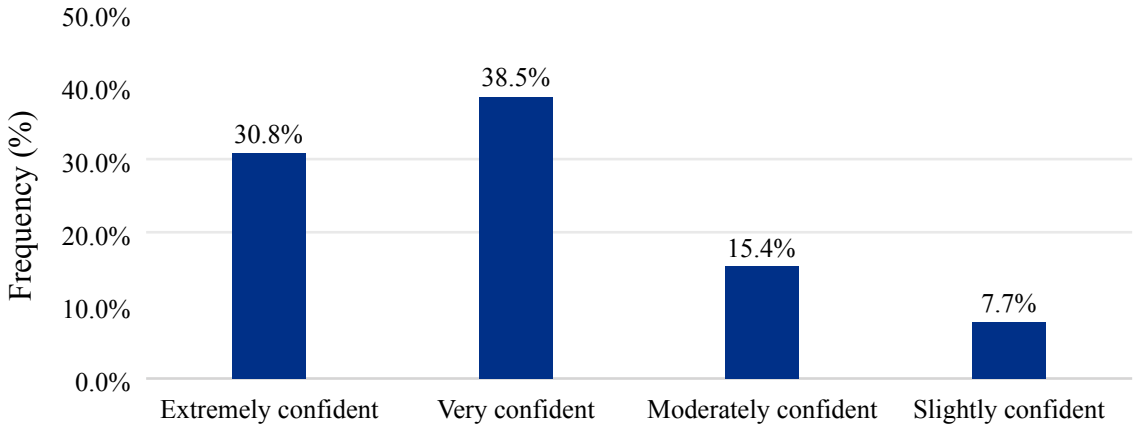


Manage your body worn camera footage.

The next question asked members to rate their confidence in their ability to upload their BWC footage. Most were "very confident" (38.5%, *n* = 5), or "extremely confident" (30.8%, *n* = 4). One respondent (7.7%) did not respond to this question. See Figure 65.

Figure 65

Confidence in ability to upload one's body-worn camera footage

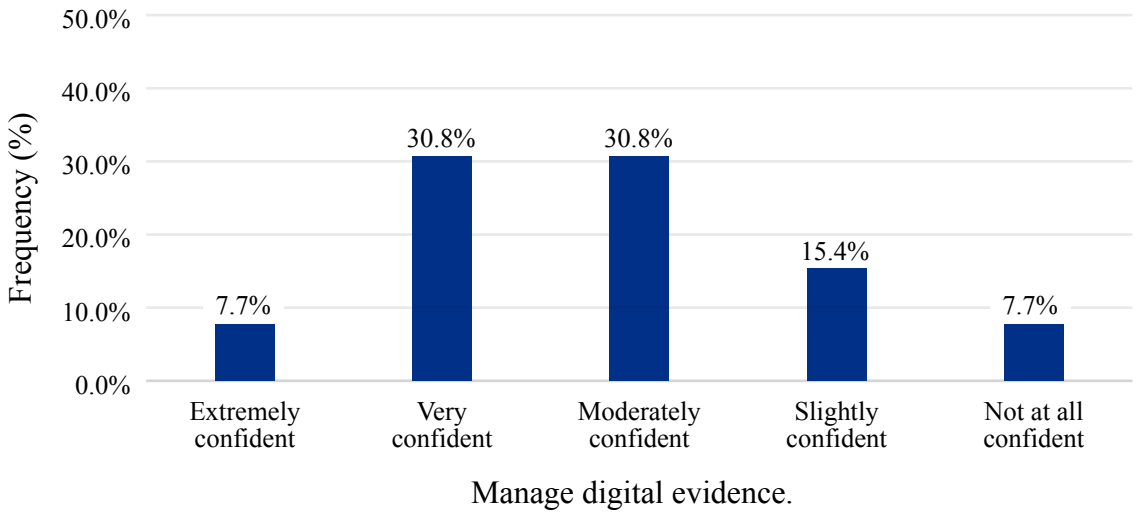


Upload your body worn camera footage.

Members were then asked about their confidence in their ability to manage digital evidence. Approximately 30.8% (*n* = 4) were "very confident." However, another 30.8% (*n* = 4) were "moderately confident." One respondent (7.7%) did not respond to this question. See Figure 66.

Figure 66

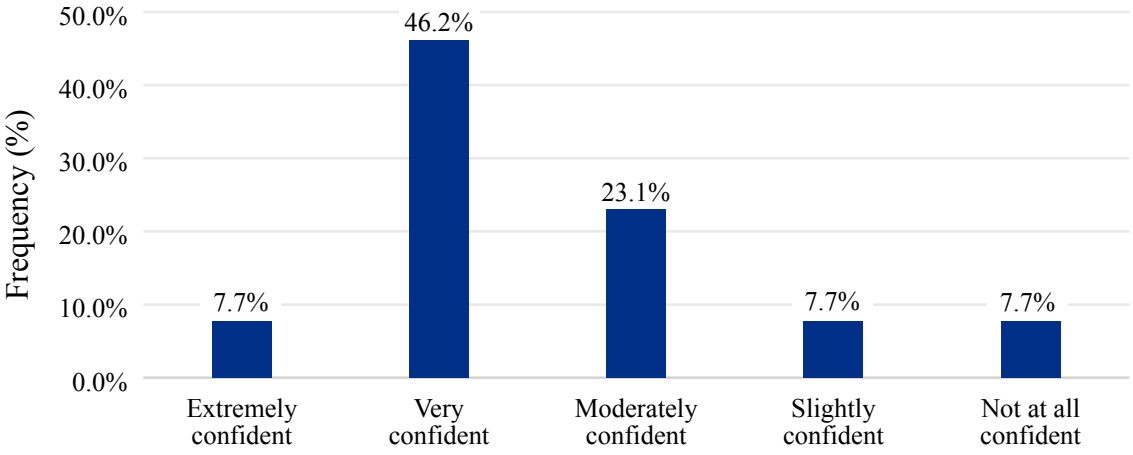
Confidence in ability to manage digital evidence



Similarly, when members were asked about their confidence in their ability to work with the Records Management System (RMS; e.g., PROS) when a BWC was involved, most felt "very confident" (46.2%, *n* = 6). However, 23.1% (*n* = 3) felt "moderately confident." One respondent (7.7%) did not respond to this question. See Figure 67.

Figure 67

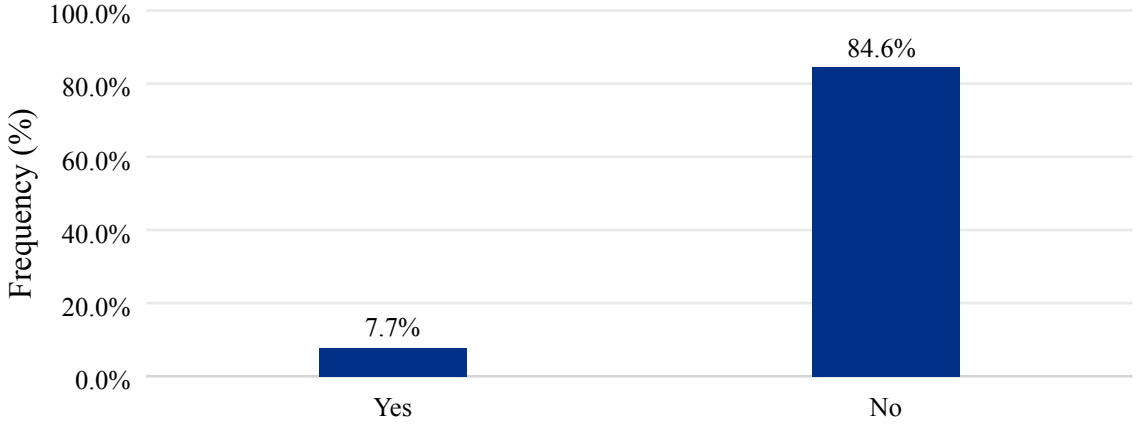
Confidence in ability to work with the Records Management System when a body-worn camera is involved



Lastly, members were asked "After utilizing the BWCs operationally, are there any changes you would make to the RCMP BWC training course?" Nearly everyone said "no" (84.6%, *n* = 11). One person (7.7%) said "yes" and commented: "Get a more modern version but I know that the RCMP doesn't always buy the best equipment for the members. It's unfortunate." One respondent (7.7%) did not respond to this question. See Figure 68.

Figure 68

Whether there are changes to make to the body-worn camera training course



After utilizing the body worn cameras operationally, are there any changes you would make to the RCMP body worn camera training course?

Similarly, when asked "How could we better support you and/or enhance your learning experience?" Members responded that: "Present level of support is fully sufficient," "I believe the largest challenges are if you have placed your camera to upload or to charge and a call comes in… remembering to get it again as this happened a few times. Additionally, I don't find it realistic to write in my notes each time it's turned on or off…It is also evident when it's on and off based on the captured footage," "It would be nice to have trialed newer cameras as these are outdated and apparently were already tested. It was quite evident that this "trial" for cameras was a knee jerk reaction to a lot of public-police tension in the country," and "the cameras should be able to film in low/no light conditions."

Pilot Data Tracking

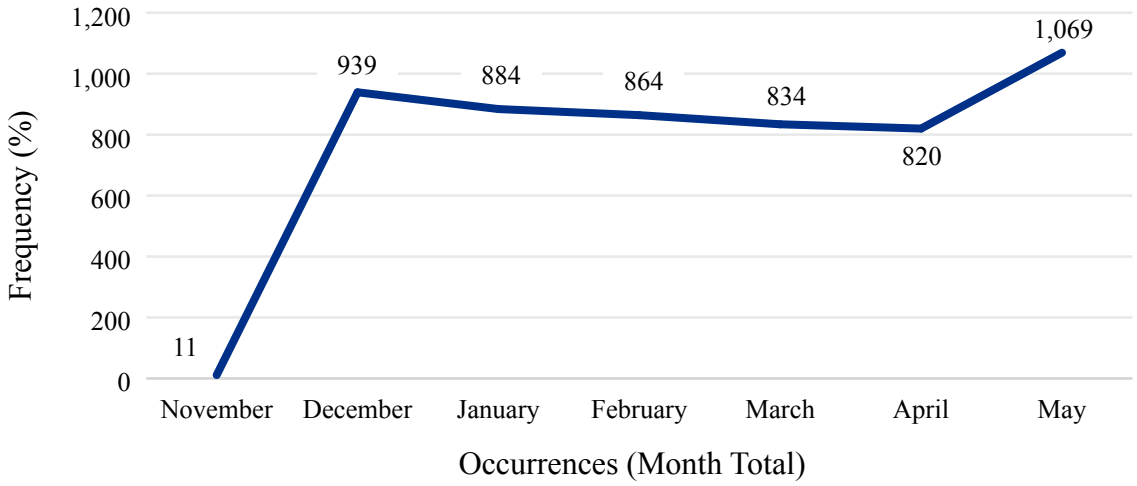
From the outset of the pilot, "V" Division's BWC coordinator tracked the number of recordings, data quantity (GB), hours of recording, redaction hours for court purposes, redaction hours for ATIP purposes, total redaction time, the number of occurrences per month, occurrences cleared by charge, the use of the BWC survey code on the RMS, media requests, ATIP requests, e-mail inquiries to the pilot project mailbox (bwc-cvc.nunavut@rcmp-grc.gc.ca), policy requests, public complaints, and use-of-force/SBOR occurrences. A monthly report was distributed to the internal BWC working group for awareness purposes.

Total Number of Occurrences

In total, there were 5,421 occurrences, with the highest monthly number recorded in May 2021 (n = 1069). Generally, however, the number of occurrences were relatively stable over the six-month period. See Figure 69.

Figure 69

Number of occurrences by month



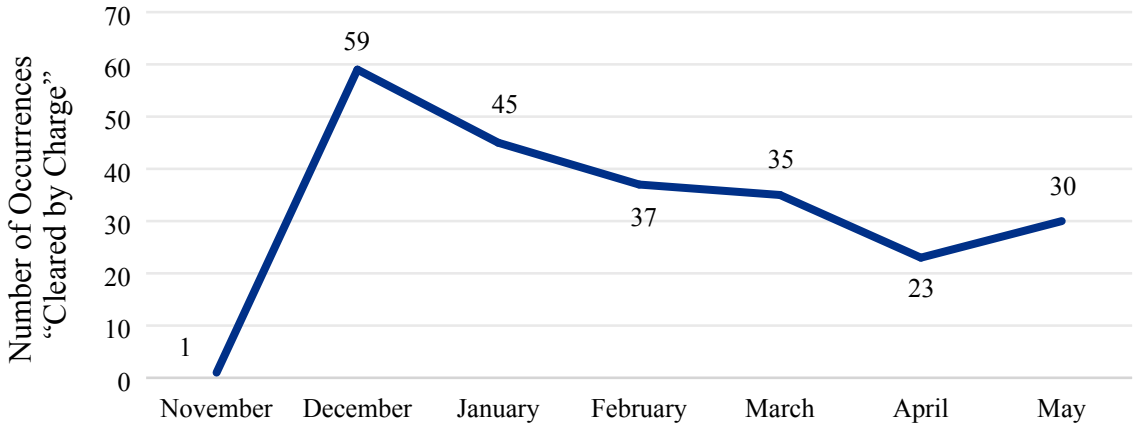
Note. The pilot began November 30th at 06:00.

Number of Occurrences Cleared by Charge

In relation to the number of occurrences cleared by charge, December 2020 had the highest number of clearances (*n* = 59). In total there were 230 occurrences cleared by charge. The trend line showed that over time the number of clearances declined. See Figure 70.

Figure 70

Number of occurrences "cleared by charge" by month



Note. The pilot began November 30th at 06:00; this should be considered when interpreting frequencies from November.

Number of Records Management System Files that Contain the BWC Survey Code

In terms of the number of RMS files that contain a BWC survey code, December 2020 and March 2021 saw the highest numbers. In total, there were 776 files[12] with a BWC survey code. See Table 11 and Figure 71 for a breakdown of the total number of files that had a BWC survey code compared to those that did not by month. See Table 12 and Figure 72 for this breakdown by occurrence type.

Based on the project coordinator's file review, it is important to note that some files with BWC footage did not include the BWC survey code. There are a couple of reasons that may explain this: if video footage was captured by a colleague, the lead investigator on a file may not have been aware that video footage associated with the occurrence existed; also, due to staffing issues, supervisor oversight to ensure that footage was being flagged with the survey code was lacking. In addition, the project coordinator indicated that there were incidents where members forgot to turn their cameras on, depending on the nature of the call (e.g., high stress, highly reactive situations, trivial occurrences where a member might forget to record). Therefore, the number of files with a BWC survey code may be underestimated.

Table 11

Number of body-worn camera survey codes used by month

Month	BWC Flag Count	BWC Flag %	No BWC Flag Count	No BWC Flag %
November	7	58.30%	5	41.70%
December	210	22.20%	735	77.80%
January	119	13.40%	769	86.60%
February	119	13.60%	755	86.40%
March	154	18.20%	692	81.80%
April	92	11.10%	740	88.90%
May	75	7.30%	958	92.70%
Total	776	14.30%	4,654	85.70%

Note. The pilot began November 30th at 06:00; this should be considered when interpreting frequencies from November.

[12] This number is based on current data. There was no data quality check to ensure that all files with available video had the survey code. Files that were missing the survey code are currently being updated. Therefore, the current number of files is underestimated.

Figure 71

Proportion of files with body-worn camera survey codes vs. files without by month

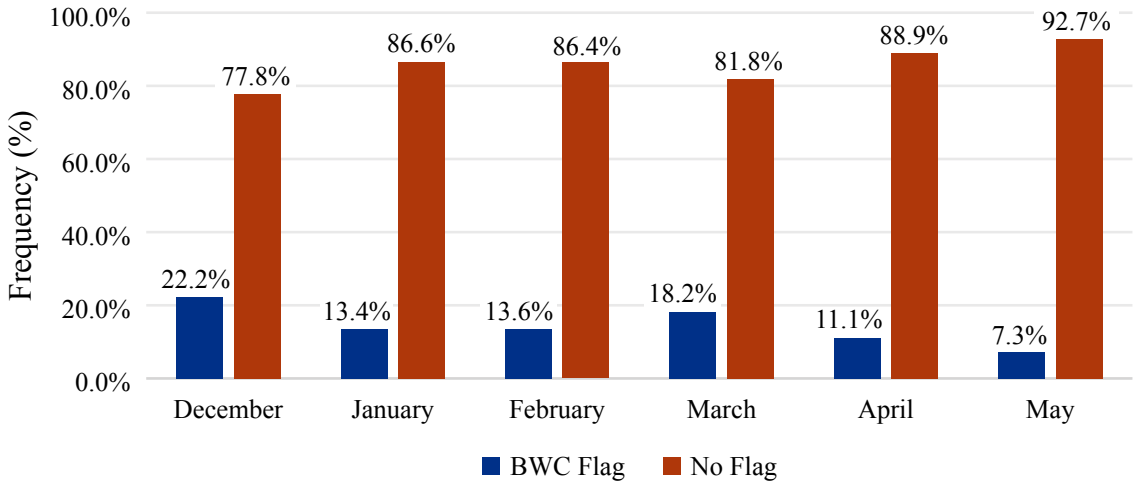


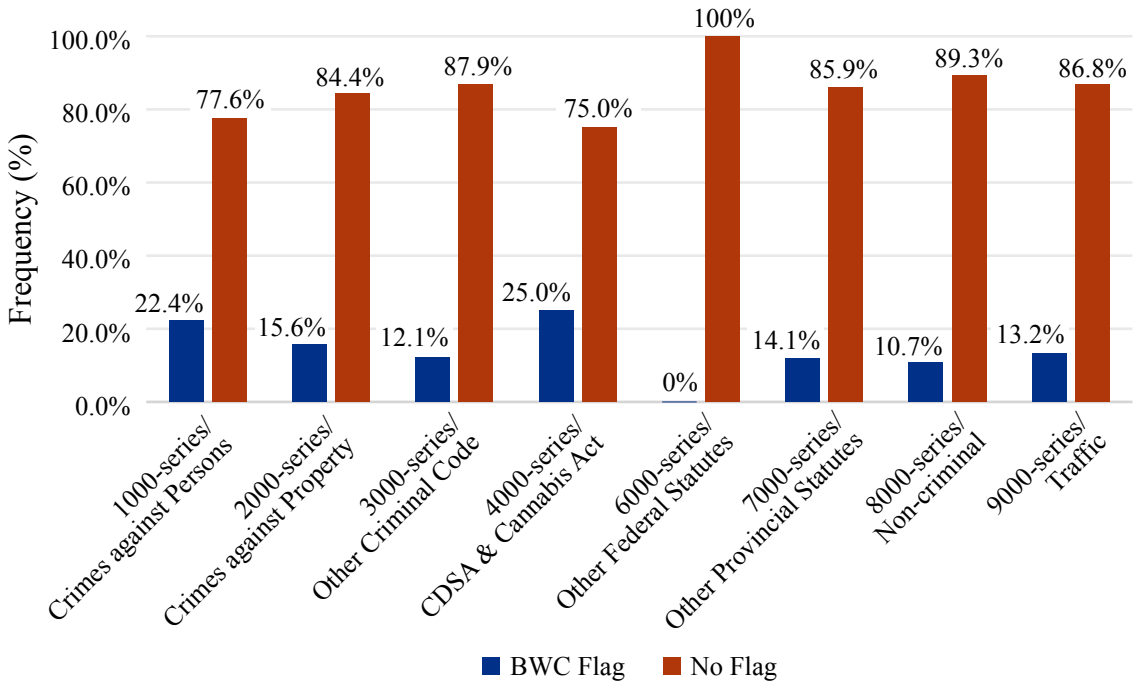
Table 12

Number of body-worn camera survey codes used by occurrence type

Occurrence type series	BWC Flag Count	BWC Flag %	No BWC Flag Count	No BWC Flag %
1000-series/Crimes against Persons	136	22.40%	471	77.60%
2000-series/Crimes against Property	310	15.60%	1,676	84.40%
3000-series/Other *Criminal Code*	122	12.10%	886	87.90%
4000-series/CDSA & Cannabis Act	1	25.00%	3	75.00%
6000-series/Other Federal Statutes	0	0.00%	6	100.00%
7000-series/Other Provincial Statutes	27	14.10%	164	85.90%
8000-series/Non-criminal	156	10.70%	1,303	89.30%
9000-series/Traffic	22	13.20%	145	86.80%
Total	776	14.30%	4,654	85.70%

Figure 72

Proportion of files with body-worn camera survey codes vs. files without by occurrence type



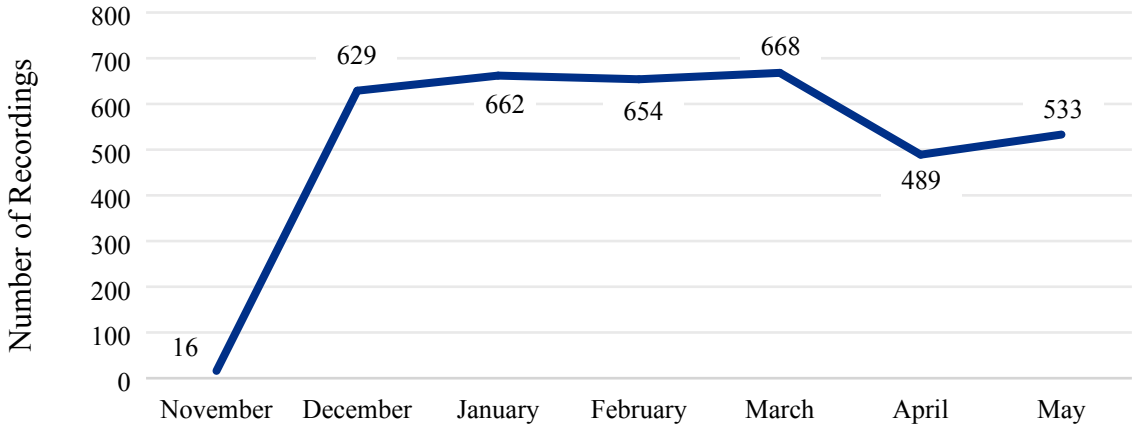
Number of Body-Worn Camera Recordings

In total, there were 3,651 recordings over the six-month period. The number of BWC recordings was between 629 and 668 between December and March, and then tapered off in April and May (see Figure 73). These findings were unexpected given the phased approach of the BWC rollout (i.e., more members were equipped with a BWC as the pilot progressed). However, there are a few reasons that might help explain this decline in recordings.

First, due to staffing issues, the number of members working in any given shift was rarely over four. In other words, while the number of members equipped with cameras increased, the number of cameras being used operationally from Phase 2 to Phase 3 did not *functionally* increase due to these staffing issues. Second, there are typically less calls for service in the winter months. Third, depending on the nature of the call, due to inclement weather over the winter months, more calls for service may have been handled over the phone (rather than in person) which would not have any associated BWC footage. Fourth, Nunavut was in lockdown due to the COVID-19 pandemic during April and May, which may have resulted in fewer calls for service and additional calls being handled over the phone. Finally, it is possible that with experience using BWCs, members may have learnt better discretion regarding when to record. For example, when first rolled out, members were likely hyper vigilant to ensure they captured all relevant encounters, potentially recording more than they may have needed to; over time, they likely adapted and became more selective about what they recorded.

Figure 73

Number of recordings by month



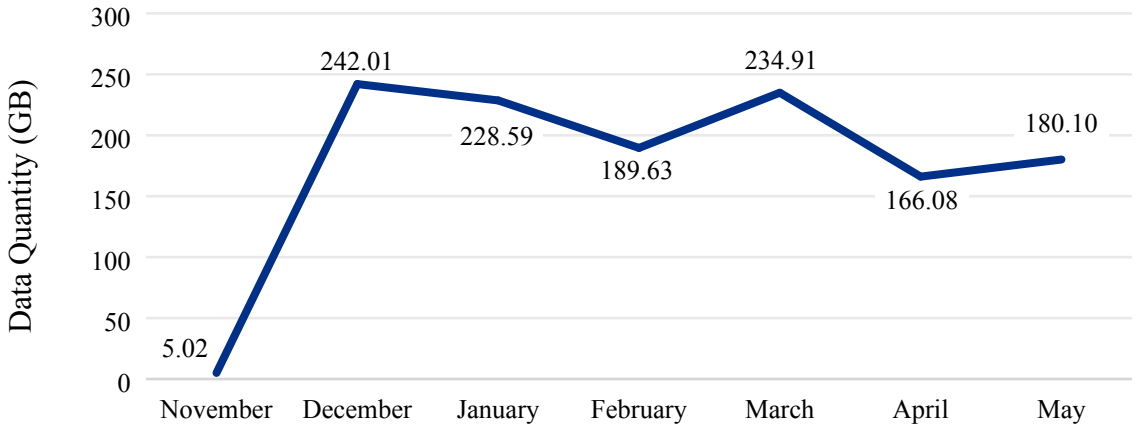
Note. The pilot began November 30th at 06:00.

Body-Worn Camera Data Quantity (GB)

The data quantity of recordings in GB was collected and corresponded with the number of BWC recordings. There were 5.02 GB on November 30th, 2020. Data quantity peaked in December, at 242.01 GB, and again in March 2021, at 234.91 GB, when all general duty officers were wearing cameras, and then tapered off in May 2021. In total, 1246.34 GB was required for the six-month period. See Figure 74.

Figure 74

Data quantity by month



Note. The pilot began November 30th at 06:00.

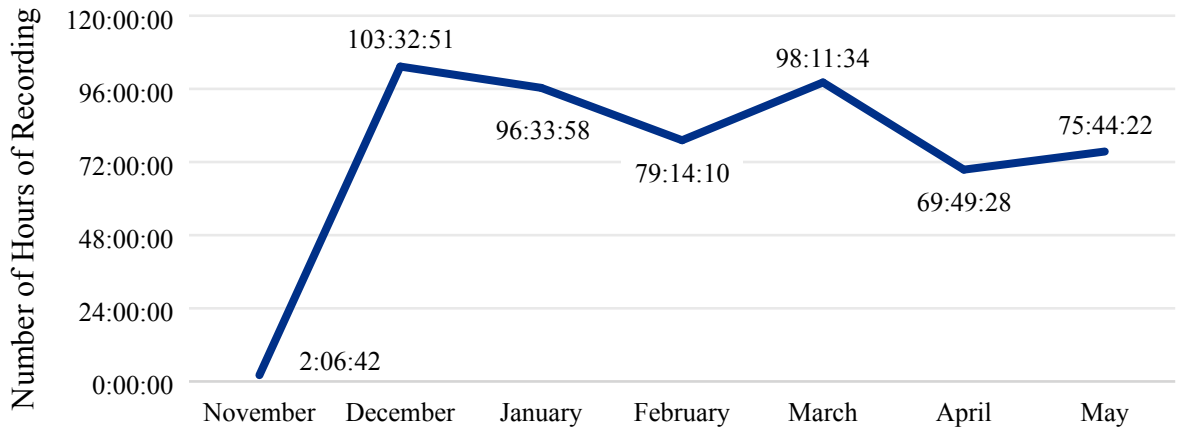
Number of Hours of Recording

In the period when all general duty officers were equipped with a camera (February 2021 to May 2021), the number of recording hours ranged between 69:49:28 and 98:11:34. In total, 525:13:05 hours were recorded over the six months. On average, each video was approximately 08:40 minutes in length.[13] See Figure 75.

As can be seen in Figure 75, the number of hours of recording generally declines over the pilot time period. This decline in hours of recording corresponds with the decrease in videos highlighted above.

Figure 75

Number of hours of recording by month



Note. The pilot began November 30th at 06:00.

Number of Hours of Video Footage Redacted for Court and Time Spent Redacting

All redactions of the BWC videos were completed for court purposes. Eight files have been concluded (e.g., charges were dismissed by the Crown), thus the videos from these files are not included in the following breakdown. From November 30th, 2020 to February 17th, 2021, a total of 12h42m01s of video needed to be reviewed and redacted for court. This required 60h50m00s to complete the redactions (i.e., approximately 5 hours of redaction for every hour of BWC video).

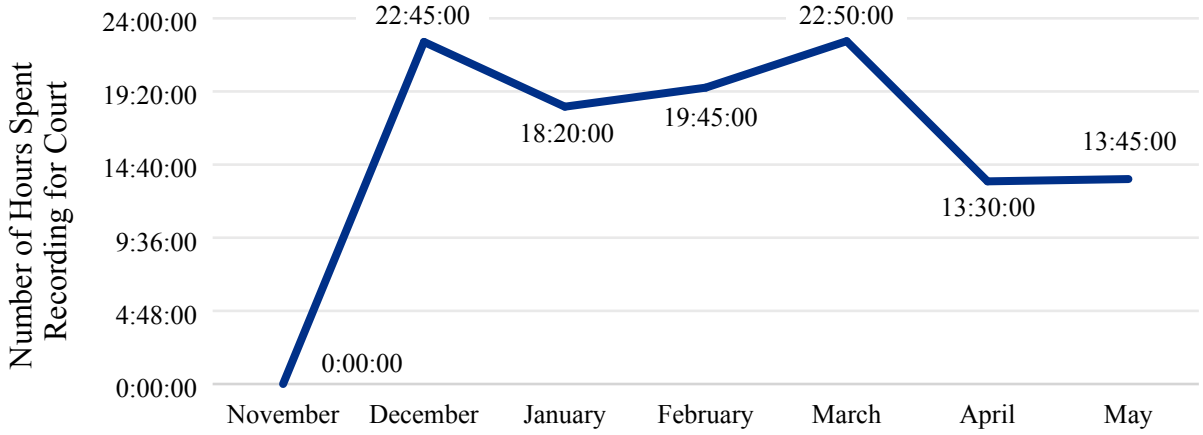
Redaction procedures were then modified, as the time it was taking for each hour of footage became unsustainable (please refer to the section on Additional Challenges Noted by the BWC Project Coordinator below for more information). Over time, a decision was made to redact less material, largely due to the excessive amounts of time being spent on redaction. Moreover, it is important to note that redaction time depends on the nature of the recorded event (e.g., occurrences that took place in private dwellings vs. public areas) and not necessarily on the amount of time recorded.

[13] This was calculated by dividing the total number of hours of recording by the total number of BWC recordings (3,651 recordings) during the pilot period.

Thus, from February 17th, 2021 to August 26th 2021, 17h29m22s of video needed to be reviewed and redacted for court. As of August 26th, it required 66h00m00s to complete those redactions. In total, there were 30h11m23s of video recorded during the pilot that needed to be reviewed and redacted, and 126h50m00s of time spent redacting the videos. As of August 26th, there were 24 outstanding files for which the videos were not yet redacted. December 2020 (22:45) and March 2021 (22:50) saw the highest amount of time spent on redaction. Overall, 6% of the total number of hours of video footage was redacted for court.[14] See Figure 76. As of October 2021, some defence lawyers have received BWC footage, however no one has yet testified with BWC footage in court.

Figure 76

Number of hours spent redacting for court by month



Note. The pilot began November 30th at 06:00.

Number of Access to Information and Privacy Requests

There were no ATIP requests involving BWCs during the six-month period (therefore no time was spent redacting for the purposes of ATIP).

Number of Media Requests

In total, there were only four media requests, one in December 2020 when the pilot was ramping up, and three in May, when the pilot was closing out.

Number of E-Mail Inquiries and Requests for BWC Policy

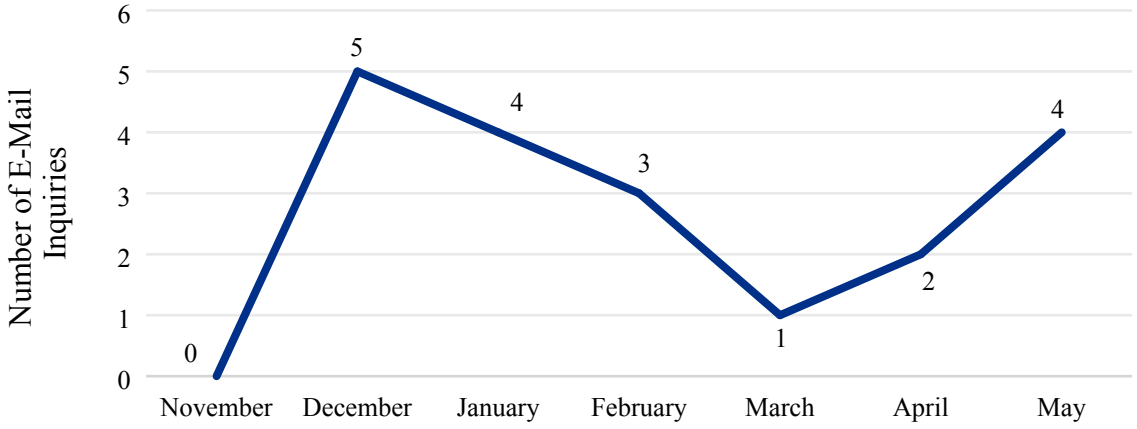
A project mailbox was established for the pilot and the public were encouraged to send in their questions or provide feedback about the pilot through an email advertised on the posters, pamphlets, and website. This email was checked regularly by the BWC coordinator. Over the pilot

[14] This was calculated by dividing the total time of video footage redacted for court (30:11:23) divided by the total number of hours of recording (525:13:05 hours), and multiplying by 100 to obtain a percentage.

period, there were 19 total inquiries.[15] However, these inquiries were predominantly from other law enforcement agencies inquiring about the RCMP's BWC policy. See Figure 77. In total, 17 requests for the BWC policy were requested and shared externally.[16] See Figure 78.

Figure 77

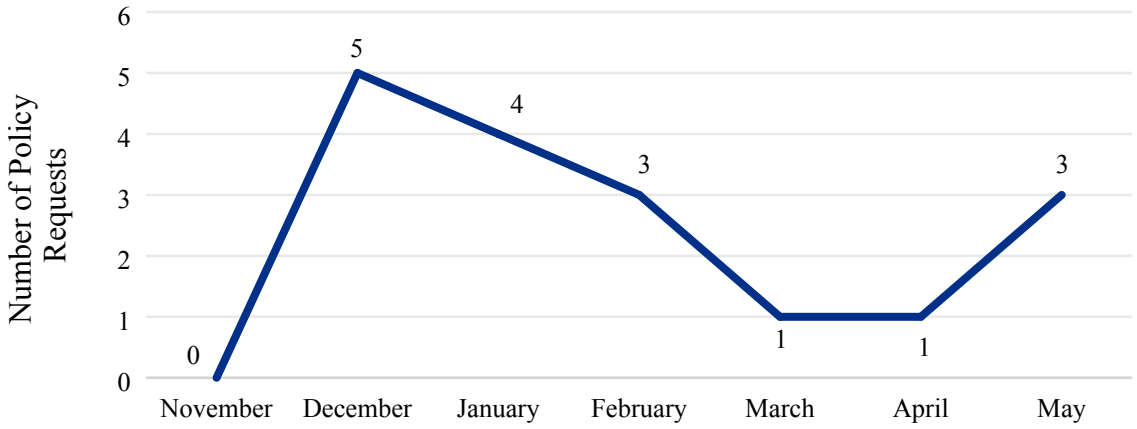
Number of e-mail inquiries by month



Note. The pilot began November 30th at 06:00.

Figure 78

Number of policy requests by month



Note. The pilot began November 30th at 06:00.

[15] As of August 31st, 2021, there were five additional proxy inquiries since the conclusion of the pilot, for a total of 24.
[16] As of August 31st, 2021, there have been four additional requests for the BWC policy that have been shared externally, for a total of 21.

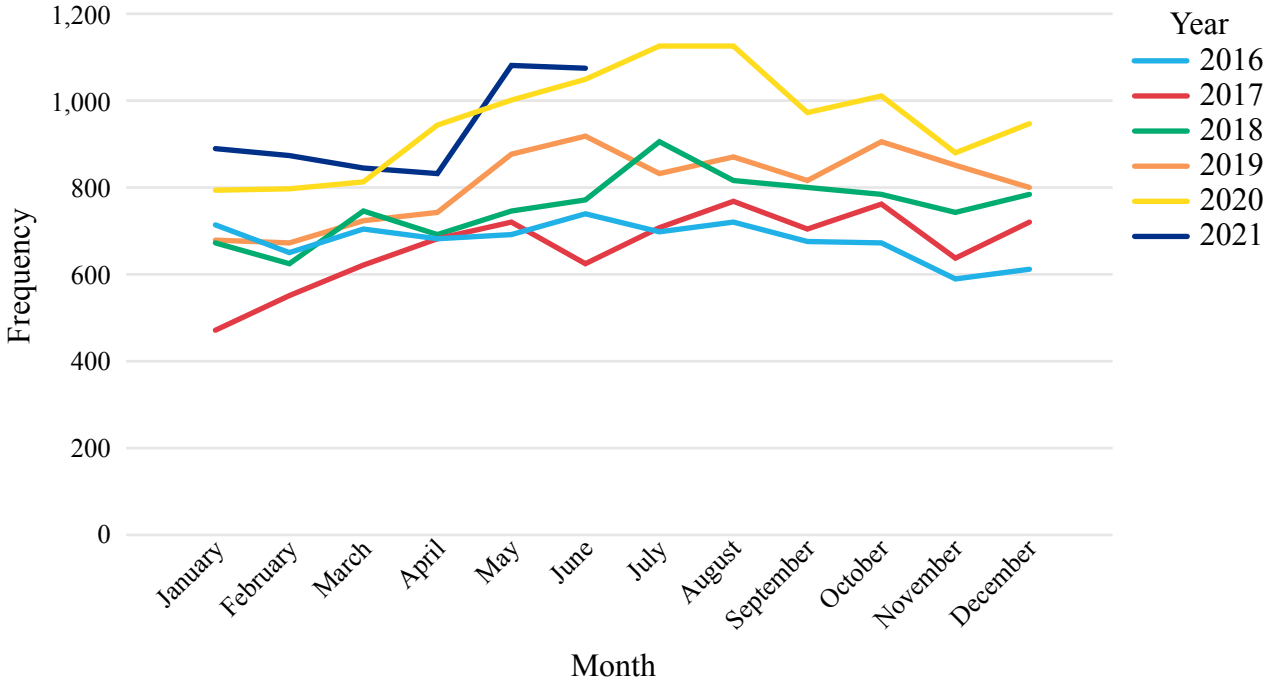
Measuring the Impact of Body-Worn Cameras on Public and Police Safety

Crime Trends

To examine trends in crime rates during the pilot to crime rates prior to the pilot, we examined monthly trends in crime by year, beginning in January of 2016, until the end of June of 2021 (the data was extracted in July 2021). Based on a visual inspection of the data, it does not appear as though the implementation of the BWCs in the division influenced monthly crime trends (recall that the pilot ran from November 30th 2020 until May 31st, 2021; see Figure 79). For example, the number of occurrences during the months of the pilot were above or consistent with the numbers in previous years.

Figure 79

Monthly Crime Trends from 2016 to the end of June 2021



We also examined monthly crime rates by crime type. We only reported occurrences with the most frequent types of offences, which were "Crimes against Persons," "Crimes against Property," and "Other *Criminal Code*." These are depicted in Figure 8**.**, Figure 81, and Figure 82. Trends in crimes against persons, crimes against property, and other *Criminal Code* crimes did not appear to be markedly different during the pilot compared to prior years.

Figure 80

Monthly Trends for Crimes against Persons from January 2016 to the end of June 2021

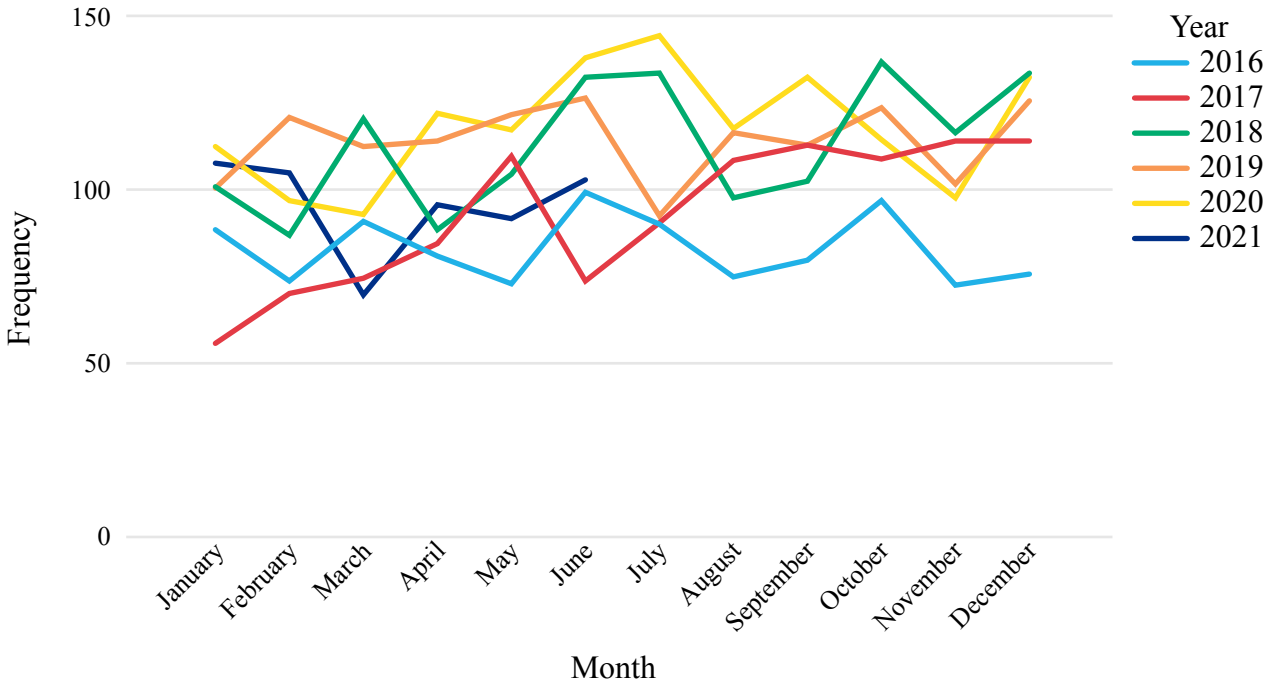


Figure 81

Monthly Trends for Crimes against Property from January 2016 to the end of June 2021

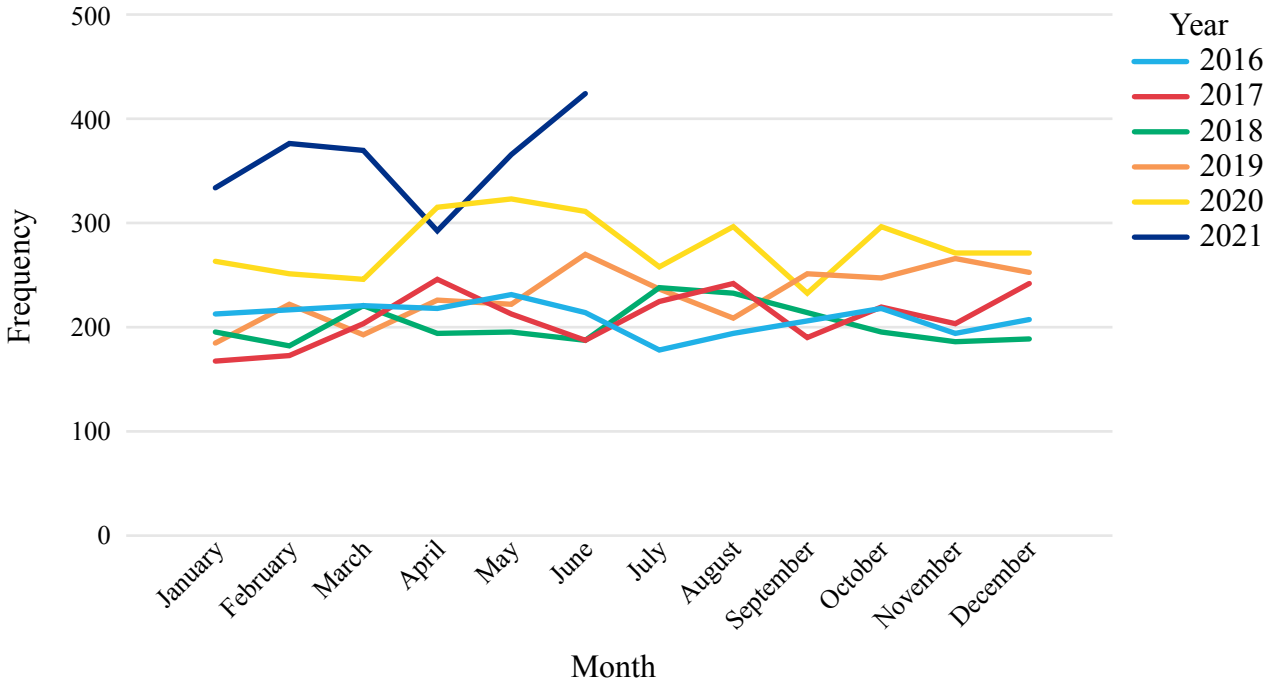
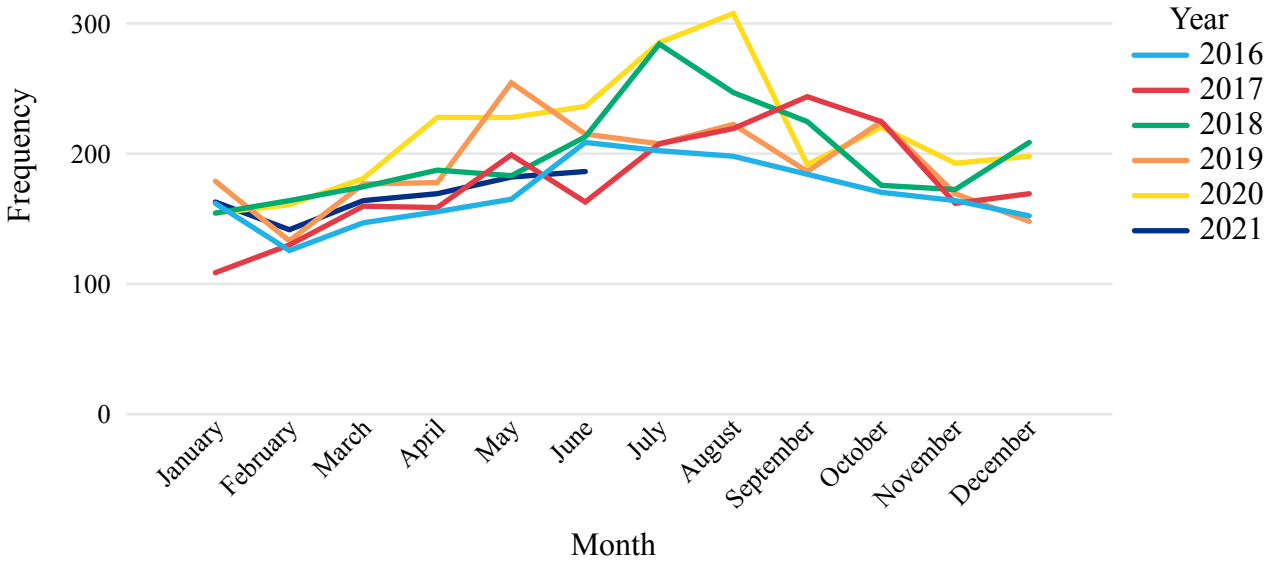


Figure 82

Monthly Trends for Other Criminal Code Crimes from January 2016 to the end of June 2021



Use of Police Intervention Options

Data from the Subject Behaviour/Officer Response (SB/OR) database was pulled on July 19, 2021. Figure 83 depicts police intervention option occurrences by year and Figure 84 depicts the application of police use-of-force intervention option occurrence rates by year. Figure 85 provides a breakdown of the drawn and display (deterrent only) use of police intervention options vs. applied intervention options between 2016 and June 2021. No noticeable changes were observed during the pilot period. Two member-involved shootings (M-IS) took place (not captured in the SB/OR data): one in December 2018 and one in April 2020. No M-IS took place during the pilot period.

Figure 83

Police Intervention Option Occurrences from 2016 to the end of June 2021

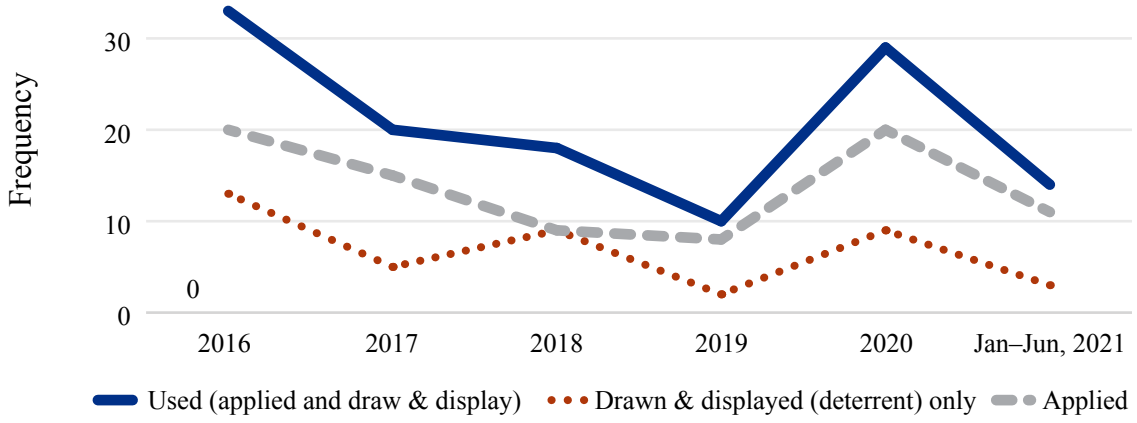


Figure 84

Application of Police Intervention Option Occurrence Rates from 2016 to the end of June 2021

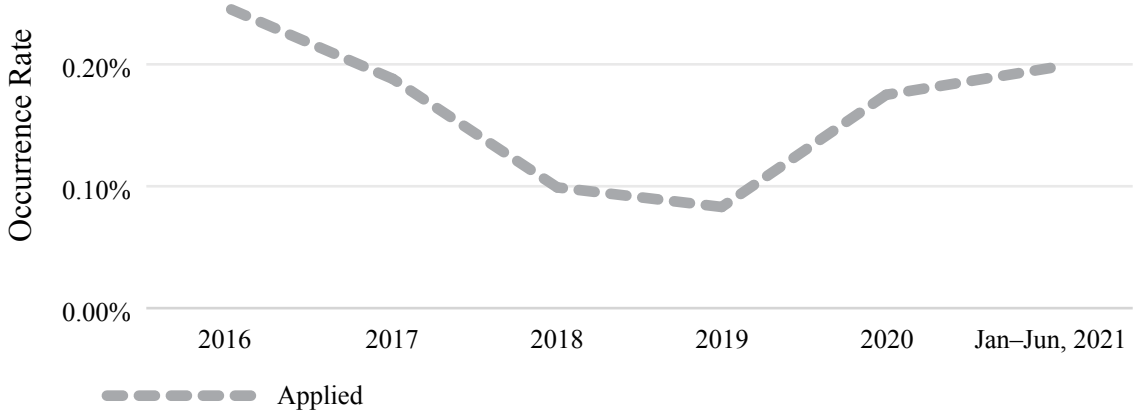
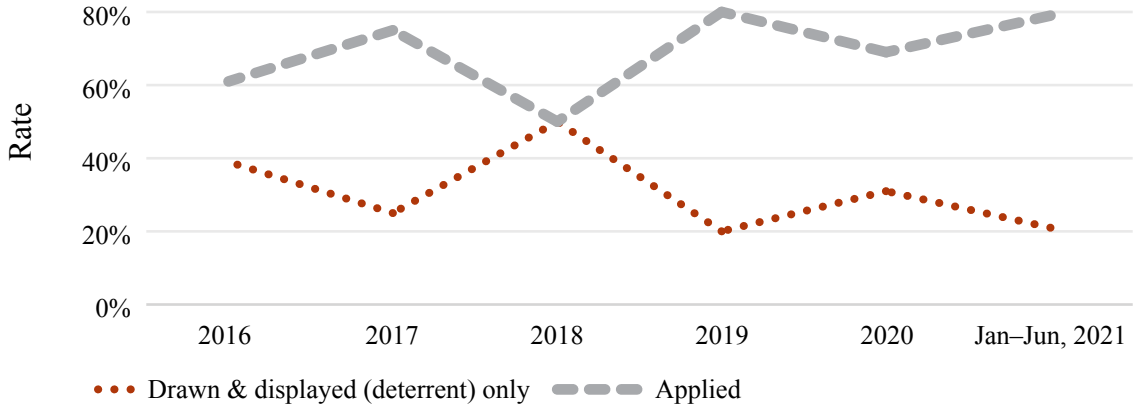


Figure 85

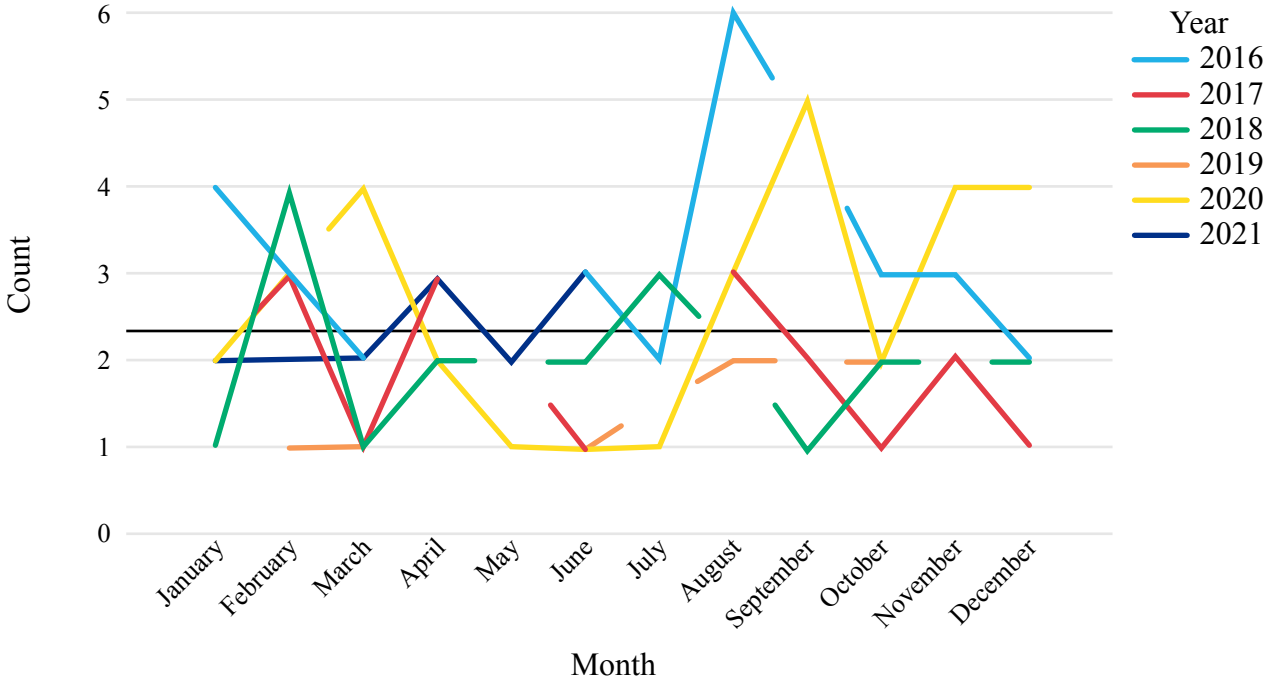
Police Intervention Option Breakdown from 2016 to the end of June 2021



As exemplified by the mean (average) line, no changes were observed in the monthly number of occurrences involving the application of police intervention options (see Figure 86) or the number of police interventions/events applied (see Figure 87) during the six-month pilot period.

Figure 86

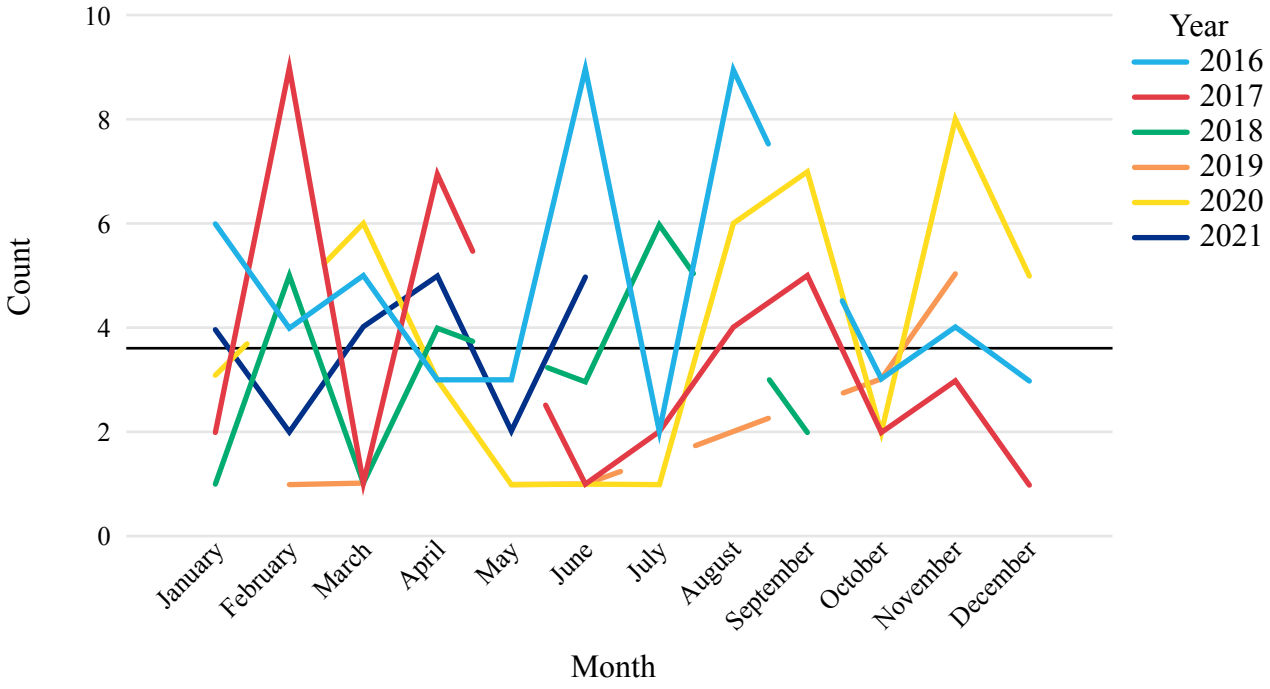
Use-of-Force Occurrences from January 2016 until June 2021 (applied only)[17]



17 Data was pulled on July 19, 2021 from completed SB/ORs.

Figure 87

Use-of-Force Interventions/Events from January 2016 until June 2021 (applied only)[18]



Public Complaints Against Members

In total, over the six-month pilot period, there were a total of two public complaints where BWC footage captured the event. One public complaint was received during the pilot, in March 2021. The other complaint was received in June. Table 13 depicts the frequency of public complaints from 2017 to August 2021. It does not appear as though the pilot significantly influenced the frequency of public complaints.

18 Data was pulled on July 19, 2021 from completed SB/ORs.

Table 13

Frequency of Public Complaints from 2017 until August 2021.

Year	Frequency	Monthly Breakdown
2017	4	1 January / 2 June / 1 November
2018	6	1 January / 1 August / 1 November / 3 December
2019	2	1 February / 1 December
2020	6	1 January / 1 April / 2 July / 1 September / 1 November
2021	2	1 March / 1 June

Financial Costs

The financial costs associated to the pilot totalled $93,619.10. These costs were related primarily to the BWC Pilot Project Coordinator (46.0%), member overtime (16%), the Project Lead (13.6%), computer and software (12%), and translation of awareness material (10.6%). See Table 14.

Table 14

Financial Costs Associated with Pilot

Item	Description	Cost	
Member Overtime	BWC training for members was completed outside of regular hours due to operational needs.	$14,967.38	16.0%
Computer and Software	A non-ROSS computer capable of supporting the quantity of data and video-editing software (“REDACTIVE”; used to redact third party information) were purchased.	$11,211.89	12.0%
Translation Services	A number of items (e.g., posters, pamphlets) were translated into Nunavut’s four official languages.	$9,919.31	10.6%
Equipment	Purchase of 12TB external hard drives to store all BWC data.	$559.98	0.6%
Printing Services	To print both versions of the posters and pamphlets that were used as part of the community consultation.	$553.00	0.6%
Postage	Shipping costs to send the BWCs/ equipment to Iqaluit and back to National Headquarters.	$584.53	0.6%
Stationery non PWGSC	Office supplies.	$50.68	0.1%
Designated Paid Holiday – Part Time Members	A reservist submitted a claim for working overtime.	$17.33	0.02%

Item	Description	Cost	
BWC Pilot Project Coordinator	The coordinator was responsible for redacting all videos for court disclosure, monitoring the proxy email account and responding to requests.	$43,055[a]	46.0%
Project Lead	The project lead oversaw the implementation of the BWC pilot and led the community consultation.	$12,700[b]	13.6%
Total		**$93,619.10**	

Note. Significant National Headquarters' salaries were also dedicated to this project.

[a] This was calculated by taking the employee's yearly salary and dividing in half (to correspond to the 6-month length of the pilot).

[b] This was calculated by taking an estimate of the employee's yearly salary and dividing it by 12 (to correspond to approximate equivalent of one month of full-time work).

Additional Challenges Noted by the BWC Project Coordinator

Throughout the pilot, several notable challenges were encountered. First, it was clear that the number of recorded hours had a direct impact on the number of redaction hours required. As the recorded hours increased, so did the redaction time. By the end of March 2021, "V" Division estimated that for approximately 20 hours of video, it took nearly 80 hours of redaction time. The BWC coordinator in "V" Division noted that they were being overly cautious by redacting more than is likely necessary (e.g., youth captured on film); however, over time, "V" Division realized their redaction protocol was not sustainable. In January 2021, Public Prosecution Service of Canada (PPSC) launched a National Committee to collect insights/commentary on the use of BWCs for the RCMP. In the interim, "V" Division informed the PPSC of changes they were making to improve the sustainability of redaction for the pilot only. The change was as follows:

> "*All third party information will be blurred and/or muted. This information may originate from Officers, the Police Radio or any other third party. This will include:*
>
> - *Dates of birth*
> - *Addresses*
> - *Phone numbers and email addresses*
> - *Names – other than witnesses*
> - *License plates*
> - *Faces*
> - *Other personal identifiable information that may be presented*
>
> *We will also blur or mute the following:*
>
> *Persons who are nude or portions of their bodies are nude or in a state of dress that would be embarrassing or compromising; including the suspect if relevant. We will not redact the face of the witnesses unless the witness is a minor and appears to be unknown to the accused. People who appear to live in the same household as the accused will not be redacted. This includes persons under the age of 18. PPSC will be provided two DVD copies of all available video. The "Crown" copy will contain the raw video without redactions as well as a copy of the redacted version. The "Defense" copy will only contain the redacted version. The RCMP will conduct further redactions or amend redactions at the request of PPSC should a BWV be required for court purposes. We would require sufficient notice for this to be completed."*

Before the change in policy, approximately five minutes of redaction was required for one minute of footage. After the change in policy, redaction time for every minute of footage was reduced to four minutes.[19]

[19] It should be noted that some videos required little to no redactions, whereas others required a significant amount of time to ensure the protection and privacy of the public.

In addition to challenges with redaction, "V" Division noted that members needed to be reminded of the policy regarding who can watch a video and when. The policy for the pilot (which was last amended on 2021-12-02) states the following:[20]

#	Requestor	How to Access
I	Member whose BWV captured the video.	Members will have access to their own videos in the software through the program viewer.
II	Member(s) who were present when the video were recorded.	Requires the permission of the officer who is the person who made the recording. This request will be made via email which will be forwarded to the BWV DC who will provide access.
III	Member who completes performance evaluations or has a supervisory role over the officer that captured the video.	Supervisors will be able to access any videos captured by members under their direct supervision in the BWV software. Exception: Short term actors.
IV	Members in the chain of command senior to the member whose BWV captured the video when there is a legitimate investigative or administrative reason to view it	Request access from the member who captured the BWV video or their assigned Supervisor. If the member or their supervisor are not available, request access from the divisional BWC Coordinator. This will be done via email and forward to the BWV DC.
V	Any member who is part of the investigation directly related to the BWC recording and needs to view it for investigative purposes.	Request access from the member who captured the BWC video or their assigned Supervisor. If the member or their supervisor are not available, request access from the divisional BWC Coordinator.
VI	Any member who needs to view the recording for any other investigative purpose.	Approval is required from the BWV DC. Submit a 'Request for Secondary Use of BWC Video' form.
VII	Any member who is responsible for evaluating a video's potential benefit for training or to evaluate the effectiveness of approved use of force techniques.	Approval is required from the BWV DC. Submit a 'Request for Secondary Use of BWC Video' form.
VII	A member from the Conduct Authority Section.	Approval is required from the OIC of the divisional conduct authority who will forward the request to the BWV DC. BWV DC will search for the requested video and provide access to the Investigator in a viewable format.

[20] This policy can be accessed on the Infoweb (RCMP internal access only).

However, "V" Division's Operational Manual (part 30) further states that:

4. 1. 17. When the RCMP members in "V" Division are involved in an incident, which may result in an independent investigation and BWC(s) captured all or portions of the event, members will:

4. 1. 17. 1. Secure all BWC(s) as exhibits as per OM - ch. 22.1 and not download the footage or view the contents;

4. 1. 17. 2. The exhibited BWC(s) will be secured for the independent investigative team;

4. 1. 17. 2. At the direction of the independent investigative team, the BWC DC will download the video. The video will be secured and managed in a manner as directed by the independent investigative team;

4. 1. 17. 3. There will be a likelihood of unrelated video being contained on the seized BWC(s). ie: Video already captured for unrelated calls for service which occurred prior to the event, but not yet downloaded. In consultation and with the cooperation of the independent investigative team, the BWC DC will ensure these videos are available as per the normal process of this policy.

4. 1. 17. 4. Once the exhibited BWC(s) video are downloaded and the video secured, unless there is a need to retain the BWC(s) as an exhibit, they will be returned to the BWC DC. This will allow the BWC(s) to be re-issued in order to not deplete the Division for their use in operations.

Operational Manuals (OMs) used in "V" Division for the pilot can be found on the RCMP's Infoweb (RCMP internal access only).

A few additional challenges/barriers to implementation were noted throughout the bi-weekly Body-Worn Camera Working Group meetings. First, the categorization of BWC data on the RMS was of concern. In fact, the integration of BWC data into the PROS systems in any capacity was "bulky" and made it difficult to pull data for analysis or oversight. A more systematic method of linking BWC files with the RMS may be an important consideration for future national roll-out. In relation to the type of data being collected, representatives from the RCMP's GBA+ unit mentioned that it might be important to gather demographic information from interactions captured on BWCs. The collection of disaggregated data has become an important topic for police agencies. For the pilot, there was no method aside from manually going through each video and noting the race and gender of the individuals captured. For the pilot, this would have been a difficult task to resource; however, in the future, when a BWC video is linked to a file on the RMS, it may be possible for one to examine the information in that file for race and gender statistics.

Second, there was also some discussion in the Working Group meetings to ensure that the BWCs do not turn into a conduct tool. If inappropriate behaviour is observed while the BWC coordinator and supervisors (as noted in the aforementioned policy) are conducting regular reviews of the BWC footage, there is a need to report and rectify the behaviour. However, BWC recordings should not be reviewed with the intent to "catch" inappropriate member behaviour.

Lastly, while all BWCs that were used were still in working order by the end of the pilot, many had endured some degree of damage. For example, one had been cracked, several had scratches on them, and a set of molle mounts and retention clips had been destroyed from interactions with the public. These small, but notable damages are important considerations during

the national roll-out, as they may have wide-spread financial implications for the organization. Nonetheless, the cameras continued working and only user error was reported (i.e., not operational/technical error). This was particularly surprising given the extreme cold conditions that they were exposed to at times.[21]

Pilot Wrap-Up

A news release was published on the RCMP in Nunavut's Facebook page (that provided a link to the official National RCMP website) and provided to local media, one week before the pilot ended, on May 18th, 2021, and again once the pilot had officially ended, on June 1st, 2021. Feedback from community members was again solicited through the RCMP in Nunavut's Facebook page and National RCMP website. An in-person (hard copy) version of the survey was also made available at the detachment and at a social support group, and individuals being released from cells were asked if they would like to complete the survey. All the equipment was then packed and returned to the RCMP Headquarters, in Ottawa.

Both RMs and community members have since indicated interest in knowing when BWCs will be made available again.

Conclusion

Results from this pilot suggests that BWCs are generally perceived by the public to positively affect their trust in the police and improve perceived police transparency. While crime rates during the pilot did not appear to differ to historical trends, BWCs were generally perceived to increase public safety and help improve police-public relations. Members were also generally satisfied with the overall performance of the BWC. Despite some challenges (that are addressed below, under "Recommendations"), almost all members who provided feedback reported that they believe that all members should be given the opportunity to wear a BWC while on duty.

Based on the findings presented throughout this report, recommendations and considerations are made in the next section that pertain to community awareness and consultation, policy, training, equipment, and planning for implementation.

[21] The cameras were only exposed to the cold for short term interactions. They were not used in settings where members were working outdoors for extended periods of time. (e.g., outdoor containment situations).

Recommendations/Considerations

Community Awareness and Consultation

1. Implement an awareness campaign that is culturally sensitive and that focuses on the unique needs of the community.
    a. Provide pamphlets, website, posters, media interviews, community consultation (examples of these products are included in this report), as well as leverage social media (e.g., Facebook, Twitter).
    b. Ensure a particular focus on personal and community privacy, and cultural, religious, and spiritual concerns;
    c. Temper expectations of members of the public (e.g., use-of-force rates, if/when/how footage can/will be released to the public, when cameras will be turned on/off);
    d. Ensure clear communication (e.g., media releases, radio advertisements) for members of the public regarding when cameras will be turned on/off, who has access to the BWC footage, privacy protections, and under what circumstances footage is released to these individuals/groups.[22]

2. Ensure accessibility to awareness materials.
    a. Ensure materials are translated into local language(s);
    b. Ensure that the language of materials is comprehensible by various age groups and reading abilities;
    c. Place materials in neutral locations (e.g., grocery stores);
    d. Ensure digital and hardcopy versions of materials are available.

3. Consider the risk of disproportionately capturing community members in BWC footage over the long-term in the privacy and redaction protocols, particularly as they relate to small and remote communities.

[22] Community members expressed concerns surrounding decisions to turn the cameras "on"/"off" and the need for footage to be proactively released. BWC policy should be made readily available to members of the public, and the reasons why it is not possible to proactively release BWC footage should be made clear (e.g., privacy of the individuals involved in the encounter, integrity of investigations, etc.).

4. Ensure a community feedback mechanism (feedback loop to inform policy, training, and practice).
    a. Ensure that any surveys of the public follow the federal government process for conducting public opinion research;
    b. Engage vulnerable and/or diverse groups to participate in the survey; to do this, consider collaborating with an independent, non-police agency (e.g., an Inuit-led organization) to administer the survey;
    c. Ensure that surveys include an informed consent form and that it is completed before any participant completes a survey;
    d. Ensure that surveys are completed on a voluntary basis;
    e. Ensure that surveys maintain participant confidentiality and that only limited identifying information (e.g., demographic information) is requested;
    f. Ensure that the survey is developed in consultation with the National Survey Centre;
    g. Ensure that the survey includes key metrics and areas that allow participants to provide open-ended comments (as was done in the pilot community survey);
    h. Ensure that the survey inquires about demographic information, including a participant's age, gender, and race, as well as whether they have any affiliation to the RCMP (e.g., family member, civilian employee).
5. Conduct a race-based analysis of community survey responses to ensure that the needs of diverse groups are being considered.
6. Engage key stakeholders in the community early on to ensure they can fully participate in the implementation process of BWCs, including those in diverse groups/populations (e.g., LGBTQ2S+, racialized, NGOs, national, regional, and local Indigenous organizations and leaders).
7. Engage with Public Prosecution Service of Canada (PPSC) to determine expectations in relation to disclosure and vetting of BWC footage.
8. Consult with ATIP to determine what should be vetted for various types of disclosure.
9. Engage with local government officials to ensure collaboration.
10. Ensure proactive disclosure of BWC policy to members of the public.
11. Ensure an RCMP officer is available for media interviews and that someone is available to speak/translate in the local language.
12. Implement a proxy email account to allow community members to send any questions, concerns, and/or feedback related to the use of BWCs.

13. Employ a phased approach of implementing the BWCs (similar to what was done in the current pilot).

14. Identify an implementation coordinator in each detachment to oversee the implementation of BWCs and to be the point of reference for members of the public, as well as ensure continued collaboration with community stakeholders.
    a. Consideration should be given to ensuring that this coordinator is a supervisor to allow for proper video administration and management.

15. Ensure contract partners are provided information on potential return on investment of BWCs (e.g., impact on crime rates and the use of force, impact on perceptions of trust and confidence in police).

Policy

1. Standardize, as much as possible, when officers are required to turn their cameras on/off.[23]

2. Ensure that policy includes items that pertain specifically to the privacy of police officers, the public, and the individuals involved in the interactions, and that this is communicated to the public.[24]

3. Include if/when/how footage can/will be disclosed to the public.
    a. Consider the implications and the importance of providing context when releasing video footage to the public as some research has shown that negative perceptions of the police and police use of force may ensue after a BWC video is released, even if the officer was justified in their actions (Boivin et al., 2017).
    b. Ensure the process is consistent and equitable (i.e., not only when it serves to benefit the police).

4. Clarify in policy how supervisors should be using and reviewing BWC footage (e.g., random vs. systematic review of footage, conduct tool).

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[23] Both community members and officers expressed concerns around decisions to turn cameras "on"/"off"; these decisions may cause challenges with trust and transparency. Currently in policy, turning on the BWC is at the user's discretion. This has the potential to increase mistrust surrounding the use of BWCs (e.g., not being turned "on" during unlawful/unjustifiable police actions); it also creates the potential for user error (e.g., officer forgetting to activate the camera under stressful conditions). Consideration should also be given to the members' well-being when determining when to have the camera "on"/"off". For example, one member commented that "After any altercation with a suspect, the drive back to the station usually allows us to "relax" and calm down; with the camera still recording we can not do so."

[24] Concerns were raised by some community members over BWCs being used as a surveillance tool. Also, one RCMP officer commented that the policy is "use[d] for code of conduct and promotion more than to protect members and the public." In addition, while participating community members generally "disagreed" or "strongly disagreed" that BWCs are an invasion of their personal privacy as well as their community's privacy, Inuit respondents indicated a greater concern with BWCs being an invasion of their personal privacy and their community's privacy compared to non-Inuit respondents. Any communication with members of the public as well as RCMP members should make clear the purpose of the BWCs, what they will and will not be used for, and the circumstances under which they will not be used (e.g., in locations where there is a high expectation of privacy, such as bathrooms; during covert surveillance), and how the videos that are presented in court will be redacted to ensure the privacy of those who may have been captured on the film.

5. Clarify if and when BWC footage can be reviewed by members involved in use-of-force encounters (e.g., pre/post completing an SB/OR report) and major police incidents,[25] particularly, when in relation to independent external review.
    a. Ensure that policy includes details around when members should be allowed to watch their footage when writing their notes and how this will be incorporated into SB/ORs.

Training

L&D reported their findings of the piloted BWC training in their comprehensive report ("Evaluation of the RCMP Body Worn Camera Pilot Program"). Recommendations from the L&D team's report are listed below. It should be noted that a Training Needs Analysis (TNA) took place from October 19th to 21st, 2021 and will provide a basis for the national training standard.

1. Clarify the RCMP policy surrounding the use of BWCs and ensure the policy is communicated accurately to members.
2. Identify and clarify the connections between Critical Incident Stress and BWCs. Providing more in-depth information on how stress experienced during a critical incident can affect the usage of BWCs and the review of BWC footage.
3. Identify opportunities to leverage the results of this pilot project and pilot training program to inform and assist in the development of a national BWC training course.

The next set of recommendations are based on the findings from the current report:

4. Ensure more time is spent training on the application of policy in an operational setting and when to turn the camera off.[26]
5. Dedicate more time to ensuring a solid understanding of how BWC evidence is managed digitally, as well as working with records management systems (e.g., PROS) when a BWC is involved.[27]
6. Explore ways to ensure the ease of transfer of the BWC to hard body armour (HBA) or outerwear if needed.[28]

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[25] Major police incident means an incident where there is a serious injury or death of an individual involving an RCMP member, or where it appears that an RCMP member may have contravened a provision of the *Criminal Code* or other statute and the matter is of a serious or sensitive nature.

[26] While members who were surveyed reported that the BWC training course adequately prepared them for operational use of a BWC, and provided them with a good understanding of the RCMP's BWC policy, how to upload videos and digital management, and when to turn the camera "on"/"off", some participants still expressed a lack of understanding surrounding the application of policy in an operational setting (e.g., duty to inform members of the public they are being recorded) and when to turn the camera "off".

[27] Some members expressed a lack of understanding of how BWC evidence is managed digitally, and how to work PROS when a responding officer had a BWC recording associated with the occurrence.

[28] Members expressed concerns about moving their BWC to hard body armour (HBA) if needed (or a jacket). It is already difficult to install, therefore likely not possible to quickly transfer their camera over to their HBA if needed. Furthermore, in situations of high stress (e.g., in situations where their HBA is required), officers will likely be focused on the threat and not necessarily remember to transfer their BWC. These issues need to be considered for high-risk situations.

7. Develop procedures that demonstrate what to do if officers are being dispatched while their BWC is charging or while videos are being uploaded.

8. Consider the creation of heuristics (i.e., mental rules) to increase automaticity in turning the BWC "on" under conditions of high stress (e.g., "seatbelt off, camera on").

Equipment

1. Ensure that any BWCs that are procured have improved (a) battery life, (b) display readability, (c) low light/darkness video quality, as well as reduced (d) bulkiness of the camera.[29]

2. Ensure that all BWCs that are procured have a "covert mode" to ensure officer safety.[30]

3. Collaborate with Uniform and Equipment to help ensure that BWCs can be properly installed on soft body armour (e.g., smaller magnet mounts for smaller vests), HBA, and outerwear.[31]

4. Consider integrating equipment/systems with operational records management systems (e.g., PROS) to allow for occurrence files to be automatically flagged with the BWC survey code (instead of manually) if a file has BWC footage associated.

Planning for Implementation

1. Use occurrence, recording time, and redaction time data from the pilot to help inform estimates for appropriate resourcing, while also considering the generalizability of occurrence trends in Iqaluit and the impact of situational factors during the pilot (e.g., COVID-19 lockdowns).
    a. Consider redaction time as a key element for resourcing given the extensive amount of time it can take to redact BWC footage.

2. Ensure that relevant administrative and operational outcomes are systematically tracked for evaluation purposes.

3. Develop a national consultative/engagement framework/guide to assist with the implementation of best practices for community consultation/engagement at the local level (e.g., detachment) across the country.

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[29] Members expressed concerns over the camera's batteries not lasting the entirety of their shifts, that the display screen was difficult to read, and that the BWCs could not capture any footage if it was dark. In addition, members expressed that the cameras are bulky and stick out, and that they are easily turned on by accident. These are significant disadvantages to the BWCs; newer models with improved features should be explored.

[30] When the BWC is in use, a light on the camera turns on which was raised as a concern for officer safety (e.g., in situations where an officer is trying to stay covert).

[31] Members reported difficulties transferring their BWCs onto their hard body armour (e.g., not enough space on smaller carriers, molle system). Consideration should also be given to ensuring the ease of transferring BWCs onto outerwear.