

The Bear Clan Patrol Inc.



Procedures Manual

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Executive Director

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FORMS

VOLUNTEER AKNOWLEDGEMENT, PATROL MAP, WAIVER, ACTIVITY REPORT,
PATROL CHECKLIST, APPLICATION FORM

SECTION 1: INTRODUCTION

1.1 Scope

This manual has been developed to provide reference and guidance for Bear Clan Patrol Inc. members in Winnipeg. It may also be made available to other communities to assist their establishment of similar Patrols. This manual shall be reviewed and updated as required on an annual basis. Amendments shall be provided when deemed necessary by the Executive Director.

1.2 Background

Inspired by the original Bear Clan Patrol of the 1990's, this Bear Clan Patrol is motivated by the ongoing need to assume our traditional responsibility to provide security to our Aboriginal communities. Winnipeg is home to one of the five largest urban Indigenous populations in the world. It is a rapidly growing population of anywhere between 60,000 to 80,000, with the majority of the people concentrated within certain inner city neighbourhoods on Treaty 1 Territory. An urban Indigenous based street patrol offers a natural solution to many of the issues related to security, sense of belonging and identity faced by our people. The Bear Clan Patrol represents a natural extension of the traditional Clan system in an urban context.

The Patrol is a community based solution to crime prevention, providing a sense of safety, solidarity and belonging to both its members and to the communities they serve. This is achieved in a non-violent, non-threatening and supportive manner primarily through relationship building and reconciliation. The Patrol demonstrates a way of being that works in harmony with the broader community rather than in conflict with it and in a relationship that encourages, rather than seeks to defeat, leadership as it emerges at a local level.

The Bear Clan draws its direction solely from our traditional philosophies and practices. Historically, clan decision-making was according to consensus and consultation with and in full respect for other clan members. We have a large volunteer base, the majority of whom are Aboriginal. The non-Aboriginal people that are involved support the concept and act as allies, and must be prepared to take direction from Aboriginal people. The Elders and the creation stories tell us that each particular clan has certain responsibilities within the framework of clan government and society. In our pre-contact societies, clans formed the institutional structure for meeting our social, economic and political needs. The clan structure and the related responsibilities provide a balance and direction for our lives as Indigenous peoples. The Patrol is organized as the Bear Clan because this clan, historically, has had the responsibility for peacekeeping.

1.3 Code of Ethics

The Bear Clan Patrol Inc. respects the Traditional First Nation code of ethics that describes what wisdom means in the relationship between individuals, in family life and in the life of the community. What follows is a summary of some of the most important of these teachings that are universal to all nations.

Each morning upon rising, and each evening before sleeping, give thanks for the life within you and for all life, for the good things the Creator has given to you and to others and for the opportunity to grow a little more each day. Consider your thoughts and actions of the past day, and seek the courage to be a better person. Seek for those things that will benefit everyone.

Respect means "to feel or show honour or esteem for someone or something; consider the well-being of, or to treat someone or something with deference or courtesy." Showing respect is the basic law of life.

Treat every person, from the tiniest child to the oldest elder with respect at all times.

Special respect should be given to elders, parents, teachers and community leaders.

No person should be made to feel "put down" by you. Avoid hurting others hearts as you would a deadly poison.

Touch nothing that belongs to someone else (especially sacred objects) without permission, or an understanding between you.

Respect the privacy of every person. Never intrude in a person's quiet moments or personal space.

Never walk between or interrupt people who are conversing.

Speak in a soft voice, especially when you are in the presence of elders, strangers, or others to whom special respect is due.

Do not speak unless invited to do so at gatherings where elders are present (except to ask what is expected of you, should you be in doubt).

Never speak about others in a negative way, whether they are present or not.

Treat the earth and all her aspects as your mother. Show deep respect for the mineral, plant, and animal worlds. Do nothing to pollute the air or the soil. If others would destroy our mother, rise up with wisdom to defend her.

Show deep respect for the beliefs and religions of others.

Listen with courtesy to what others say, even if you feel what they are saying is worthless. Listen with your heart.

Respect the wisdom of people in council. Once you give an idea to the council or a meeting, it no longer belongs to you. It belongs to the people. Respect demands that you listen intently to the ideas of others in council and that you should not insist that your ideas prevail. Indeed you should freely support the ideas of others if they are true and good, even if those ideas are quite different from the ones you contributed. The clash of ideas brings forth the spark of truth.

Be truthful at all times and under all conditions.

Always treat your guests with honour and consideration. Give your best food, best blankets, the best part of your house and your best service to your guests. The hurt of one is the hurt of all; the honour of one is the honour of all.

Receive strangers and outsiders with a loving heart as members of the human family.

All the races and nations in the world are like the different coloured flowers of one meadow. All are beautiful and, as children of the Creator, they all must be respected.

To serve others, to be of some use to family, community, nation or the world, is one of the purposes for which human beings have been created. Do not fill yourself with your own affairs and forget your most important task. True happiness comes only to those who dedicate their lives to the service of others. Observe moderation and balance in all things.

Know those things that lead to your well-being and those things that lead to your destruction.

Listen to, and follow the guidance given to your heart. Expect guidance to come in many forms; in prayer, in dreams, in times of quiet solitude and the words and deeds of wise elders.

1.4 Seven Sacred Teachings

All aspects of the whole are in relationship to one another. These relationships require attention and nurturing. When we give energy to these relationships we nurture the connections. – Michael Anthony Hart

Elder, academic and author Eddie Benton Banai described the central spiritual beliefs of the Anishinabe people. He said it could be summed up in four words: Respect, Respect, Respect and Respect. He explained that this meant:

Respect for Self;
Respect for Others;
Respect for Mother Earth and all upon Her; and
Respect for Father Sky, the Great Spirit and the Universe.

Respect addresses the dignity of people, and encompasses the honouring and valuing of who they are as a unique person. Inherent in the overarching principle of respect is the honouring of rights, autonomy, choice, worthiness, uniqueness, and self-determination. Respect is not reserved for those with special societal status, income level, intellect, power or attractiveness: respect is deserved by all of creation, human or otherwise. It is considered a fundamental attitude and way of being for all people.

Respect has been a common theme of Elder teachings across diverse First Nations and Inuit nations for millennia, and has been adopted by Metis nations. The following Seven Sacred Teachings are called the Seven Grandfathers

Teachings by the Anishinabe peoples from the Great Lakes area. These laws are universal across the First Nations, Inuit and Metis peoples.

*To cherish knowledge is to know WISDOM;
To know LOVE is to know peace;
To honour all of Creation is to have RESPECT;
COURAGE is to face the foe with integrity;
HONESTY in facing a situation is to be brave;
HUMILITY is to know yourself as a sacred part of Creation;
TRUTH is to know all of these things.*

These teachings emphasize the importance of respect for all, which is demonstrated through respect for each individual. These teachings provide guidance to educators on how to honour First Nations, Inuit, and Metis ways by respectfully attending and deeply listening to each learner's expressed preferences, needs, goals, and concerns. They also provide advice to promote cultural safety, since they describe a very astute state of being that is able to graciously co-plan education with learners, their families, and their community supports.

1.5 Bear Clan Teachings

The Bear Clan has traditionally protected people by acting as warriors, guardians, healers and caretakers of the community history.

Bravery (Aakwa'ode'ewin) is represented by the bear. The mother bear has the courage and strength to face her fears and challenges while protecting her young. The bear also shows us how to live a balanced life with rest, survival and play. Just as the Bear hibernates during the winter and reawakens each spring, we too, need rest and rejuvenation. The Bear also calls upon us to awaken the potential within and to stand up for what we believe in.

To face life with courage is to know bravery. Find your inner strength to face the difficulties of life and the courage to be yourself. Defend what you believe in and what is right for your community, family and self. Make positive choices and have conviction in your decisions. Face your fears to allow yourself to live your life. Let nothing stand in the way of doing the right thing.

To gain a meaningful understanding of the teachings of the Bear Clan one must participate in traditional ceremonies like fasts, sweats and learning lodges.

SECTION 2: SAFETY AND RESPECT

2.1 Personal Safety

Personal safety is of the utmost importance and should be considered continually while on duty and on patrol. In dealing with confrontational individuals or groups, or an incident that is escalating, team members should remove themselves immediately from the situation. Where personal safety is unavoidably at risk an immediate call to 911 should be made and all efforts to remove the patrol from the hazardous situation should be made. Under no circumstances should a patrol be left behind in a dangerous situation. Any unsafe conduct while on patrol must be reported to Council.

It is the policy of the Bear Clan Patrol to work in teams of three or more while on patrol and to make every effort to ensure that these teams are of mixed gender. It is also required to ensure that there is a minimum of two cell phones per patrol group. Patrol sub-groups shall maintain regular contact amongst themselves, either visually or by radio. If any situation delays their planned movements the Patrol Leader is to be kept informed.

2.2 Personal Conduct

Patrols should be perceived as friendly, open and approachable. We are here to assist the community. Being visible means that you are likely being observed. While not in any legal capacity other than as citizens, the Bear Clan logo will establish some degree of expectation and respect. Over time it is expected that Patrols will familiarize themselves with the community and become aware of local programs and resources in order to potentially refer people they come into contact with as needed. It is important that all volunteers understand the values of the Bear Clan and represent themselves accordingly.

Be pleasant and approachable, smile, say hello to people as you pass them on the street, offer assistance as needed.

Speak with the community and listen to their stories and feedback.

Swearing, abusive language and intoxication are not acceptable on duty.

Loud and abrasive behaviour is not acceptable while on duty.

Wear seasonally appropriate clothing.

No form of weapons shall be carried while on duty.

Flashlights may be carried while on duty.

Inappropriate conduct should first be addressed, by the Group Leader, through respectful dialogue. Continued non-compliance shall be reported to the Patrol Leader who shall consult with the Executive Director to decide upon additional counseling or restrictions on Patrol participation.

2.3 Community Outreach and Feedback

Community outreach is a primary objective of the Bear Clan Patrol and is achieved by taking the initiative to directly communicate with community members. Patrol members may offer gifts of clothing, food, juice and water as part of this outreach effort. Whenever giving such items to young children Patrol members should first seek the permission of parents or guardians. Discussions with the public should reinforce the Bear Clan Patrol commitment to respond to public concerns such as the recovery of hazardous items and searches for missing persons.

Over time, as relationships within the community are established, it is likely that feedback will be provided by individuals, agencies, businesses and other stakeholders. It is important to listen carefully in a non-judgmental manner. Take note of those providing feedback and their contact information if they are interested in hearing back from someone. Recommendations and suggestions to assist in our work should also be noted. Be sure not to take any criticisms personally, hear what is being said and share all information with your Patrol Captain/Ogijlita.

2.4 At Risk Individuals

Patrols may encounter at risk individuals. When assessing the situation you should consider:

- Is this person(s) capable of taking care of himself or herself?
- Are they a threat to themselves or others?
- Are they awake, aggressive or in danger?

Conscious Intoxicated Individuals:

In the event that the individual(s) is/are conscious, assess the situation, and if coherent and mobile, and in need of support, direct the person to a better location given the weather conditions, a place of safety or home.

If the patrol feels it is safe to do so an escort may be provided. If an escort is not provided, observe the individual at a distance as they move along for potential problems.

If you feel they are at risk to themselves or others contact 911.

Unconscious Intoxicated Individuals:

Assess the area for safety hazards. Put on latex gloves. Assess the individual using A B C First Aid / CPR by trained Patrol members. If you are unsure of what to do, or the situation appears critical, contact 911 immediately.

If non-critical (sleeping/passed out from over consumption) then attempt to wake person first verbally then physically. If individual becomes conscious and responsive, direct the person to a better location given the weather conditions, a place of safety or home. If the patrol feels it is safe to do so an escort may be provided. If an escort is not provided, observe the individual at a distance as they move along for potential problems. If the individual cannot be woken up, or you feel they are at risk to themselves or others contact 911.

2.5 Children

The Bear Clan honours our communities, our volunteers and their families. Children are welcome at all public and private events, and other community initiatives at the discretion of their families. Children may also wear Bear Clan gear or regalia as long as it does not identify them as a "Patrol" or as a "Council Member".

Engagement with community children during patrol can build useful bonds of trust, confidence and respect. Distribution of food, water or candy to community children should be done with the consent of parents. When done respectfully this can reinforce good manners and positive litter control. Care should be taken to do this on a predictable schedule to ensure that community children can recognize the Bear Clan Patrol and not be drawn to other individuals.

Persons under 18 years of age are not allowed to participate on regular Bear Clan Patrols. This is for their safety and for the safety of the adults on patrol. If children are brought by volunteers to patrol they will be turned away. On certain occasions a "Mock Walk" may be conducted to allow youth from organizations such as Wayfinders and Ndinawe to gain exposure to a shortened Bear Clan Patrol.

2.6 Safe Walks

A safe walk is a scheduled or unscheduled walk that provides an escort to a person, person(s) or group that has requested support. Every community will have different needs. Details regarding safe walks should be discussed and clarified with the Community Council. Volunteer Patrols will only provide safe walks or escorts if they feel it is safe to do so. Safe walks and escorts are to be provided in teams of three or more and teams must be of mixed gender.

2.7 Non Violent Crisis Intervention (NVCi)

Patrols may encounter a wide variety of situations that can involve risk to patrol members. These general guidelines, based upon the core concepts of respect and safety, are provided to increase the awareness and capabilities of patrol members who lack formal NVCi training.

Interventions should always be female led, with males prepared to assist rapidly if required to ensure the safety of all concerned. After the event record details, names, etc. and advise other agencies as required.

Respect:

- Respect the perspective of the encountered individuals

- Recognize aggressor indications (agitated behaviour, intoxication, presence of weapons, aggressive stance/voice, etc.

- Recognize victim indications – fear, injury, submissive stance/voice, etc.

Build trust by focus upon their safety & security
Maintain continuous dialogue using calming, reassuring voice with steady cadence, show confidence not fear, emphasize that Bear Clan Patrol is not the police
Guide event to collaborative end, ideally without resort to agencies such as police

Safety

Maintain safe distance (one step - stay outside hit/kick range)
Use non-threatening posture (keep arms down and stand sideways to reduce hit/kick target)
Use strong defensive posture, firm footing, keep centre of gravity low, maintain good balance
Leave escape route, do not surround, but separate victim & victimizer
Get assistance – safety in numbers, call police if beyond Bear Clan Patrol mandate
De-escalate/defuse, reduce tensions – don't make things worse, "turn the other cheek"
Avoid, but be prepared to defend against, grab/hit/choke/hair pull:
Avoid jewelry, neckties, loose clothing other good grab targets
Arm grab - break grip by opposite motion against weak points of the grip
If hit/kick cannot be avoided - block and step away keeping good balance
Two hand choke - raise shoulders, raise arms, turn away to break grip
Arm choke - turn into crook of elbow to keep airway open

2.8 Missing Persons

At any given time, approximately eighty people are listed as missing in Winnipeg. Currently, the WPS Missing Persons Unit investigates more than 5,000 cases each year. The majority of missing persons are located within three days; most are located within 24 hours of being reported missing. Bear Clan Patrol may be contacted directly by family members to assist with a search for missing persons.

Bear Clan Patrol members shall be regularly informed as to the status of missing persons and shall be watchful for these persons during Patrol. Any relevant information shall be provided to the Patrol Leader. Patrol members may post information on missing persons, as directed by the Patrol Leader, and shall remove posted information when no longer needed.

Bear Clan Patrol participation in dedicated searches for Missing Persons shall be coordinated through the Executive Director and then planned and executed by the Operations Director with participation of available Patrol members.

Following the stressful experiences of families who could not locate timely and accurate advice to deal with these situations, they collectively committed to providing better help for others in similar situations. An excellent tool kit for the

families of Missing Persons and Persons at Risk has been prepared by Ka Ni Kanichihk Inc. Printable copies of that material is available under the Resources Tab at their web site www.kanikanichihk.ca. This package includes checklists for the first 24 hours as well as for 48 hours and beyond. Guidelines are also provided for working with Police, the Media and Social Media. A Resource Guide lists many agencies able to provide assistance and contact details are also included for Police agencies throughout the province of Manitoba.

2.9 Ground Search

Searches for missing persons shall usually be organized and controlled by the police. However there may be times when the Bear Clan Patrol is engaged to support families when the police may not be directly involved. The following information is presented to help prepare Bear Clan Patrol members to effectively participate in searches for missing persons.

As a searcher, you need to understand these techniques, their purpose and some key considerations when you are assigned to different types of search teams. This section will briefly describe the most common techniques used by land search teams in the field and what purpose they serve to the overall search effort. As with most search and rescue (SAR) techniques, there is no substitute for practical experience working with trained teams.

Search Area - When search teams begin looking for a person (search subject), they often draw lines on a map to divide the sector into search areas. These areas will then get labeled, such as A, B, C, D, etc. or 1, 2, 3, 4, etc. When teams are sent into the field to look for the person, they are assigned a search area and given a map of that area. It is up to the search team to complete their assignment, return to base and report their findings.

Point Last Seen (PLS) - This is the point on the map where the person was last spotted by a witness with a positive identification. It might be a trailhead, hunting camp, boat dock, parking lot, etc. If you know for certain the person was seen standing by their car in the parking lot just two hours ago, then you have a place to begin your search. You also know about how far the person might be able to travel in two hours, which helps limit your search area.

Last Known Position (LKP) - During a search, clues will turn up about the person. Occasionally, the clue will be solid enough to be reasonably certain the search subject left it. For example, if the person is hiking a trail and searchers have a good unique shoe print, a tracker can often find the same print along the trail, at a streambed, etc. and know beyond a shadow of a doubt that the person left the clue. Since the LKP is more recent than the PLS, you basically have a new starting point for your search. Knowing just these two points allows you to determine, general direction of travel, approximate speed of travel, etc.

Probability of Detection (POD) - POD is the likelihood of finding the search subject in a given search area with the technique used. Different search methods typically yield different PODs. For example, imagine someone lost a silver dollar coin in a child's sandbox. When you begin looking for it, you simply shuffled the sand around hoping it would turn up. Your probability of detection for this hasty search might be 25%. In other words, 25% of the time, this hasty search would have turned up the lost coin. But it didn't. So, you begin digging a little deeper, looking a little harder, etc., but still with no definite technique. When you finish, you might begin asking the person if they were sure they lost it in the sandbox. Now, you're 50% sure it isn't in the box. So, you search a third time. But, this time you approach the search with a more structured approach. You draw some large blocks in the sand and run your fingers through each "grid" looking for the coin. When you've searched the entire sandbox you declare, I'm 75% sure the coin isn't in there. Finally, you divide each large block in the sand, into smaller blocks and search each block by screening the sand through a wire mesh. Sure enough, you discover the coin. It was in there all along. Each of the above search techniques carries with it a POD. The more thorough the search technique, the higher the POD. However, the more thorough the search technique, the longer it will take you to complete the search of the same area. Managing a search is usually a balancing act between POD and search time in the field. Also, as you might guess, POD for a given search area becomes cumulative. So, searching the sandbox twice quickly is usually more effective (higher POD) than searching it once very slowly.

Types of Land Field Searches

The "Not Lost" Search

A "Not Lost" search refers to looking in all the obvious places and assuming the person wasn't really lost to begin with (or found his own way out and simply went home). The name originates from experiences where searchers spent hours and hours crawling through the woods, only to find the "victim" at home. For example, a teenager goes out hunting for the day and doesn't return by dark. His family calls out search and rescue who spends the entire night searching the woods for him. Then, in the wee hours of the morning, the boy shows up at home alive and well. In reality, the hunting story was fabricated so he could get out of doing chores and spend the day with his girlfriend.

So, by assigning a team to quickly search the likely places the person would go, you can often eliminate a search before it really begins. And that is a search result that SAR teams don't mind, because it means the victim is safe and sound.

Some key considerations if you are assigned to a "Not Lost" search are intelligence and speed. You need to get the latest information about what the person's plans were, what they planned to do later in the day, where they are staying, who their friends are in the local area, who they might have met recently, etc. You also need to move quickly. Using vehicles and radios to communicate quickly with the command post is paramount because it allows search planners to quickly rule out

obvious areas. As always, you should be alert for clues, both discovered clues and comments from people who know the person. For example, if you go to the person's tent to check on them, you might chat a minute with the people in the tent next door, only to discover the lost person had an argument with their parents earlier that day. This changes the dynamics of the search effort considerably.

One last point about a "Not Lost" search is to leave a note. If the person isn't home, then leave a note on the door telling them they are the subject of a Lost Person Search and to please call 555-1234 if they discover this note.

Containment

When a search team first arrives on the scene, they usually know the PLS of the victim. It might be a trail-head, a camp ground or someone's front yard, but they do have a place to start. In theory, you can determine the maximum area you need to search by starting at that point, determining how fast the person is traveling (say 2 miles per hour), and how long it's been since you last saw him there. So, what you end up with is a circle with the point last seen in the center because you don't know for sure which direction the person went or if they continued moving in that direction or not.

The potential search area can get very large in a short time. So, the best search teams make containment of the victim the first, high priority, because it immediately limits how far the person can travel without being discovered.

Containment is a simple job nearly anyone can do, regardless of physical conditioning. For example, you might have two or three people positioned on a long straight road. If the search subject crosses the road, they'll spot him. Bridges, wide creeks and open fields often offer the same confinement ability with a minimum of manpower.

By confining the search subject, even if you only have the manpower to confine them on one or two sides, you immediately limit the area which needs to be searched. Again, confinement is an area of search which is usually very well suited to people who want to help but otherwise cannot due to some physical disability or age.

The containment team doesn't really have a POD, since you are basically waiting for the search subject to run into you. However, unlike the other teams, you need to be 100% certain that the lost person doesn't get past you without being spotted. This team will likely experience many hours of boredom while waiting but it is important that they stay focused.

People assigned to the confinement team are sometimes given secondary tasks such as radio relay, first aid station, food/water resupply, etc. for teams which are deeper into the field. If you are assigned to a confinement team, you might suggest other duties you could perform while stationed there.

The Key considerations on this type of team are to make sure the person doesn't get past you, and report in regularly (via radio or messenger) that the lost person hasn't been spotted.

Hasty Search

A Hasty Team search will usually consist of ten to twelve highly trained searchers. This team will be dropped into a virgin search area and will quickly spread out in pairs looking for clues or the lost person in obvious places. The goal of a hasty team is to move quickly through the search area, almost at a slow jog to check cliffs, wells, tangle hazards, caves, ditches, etc. where a person might be injured or might have stopped to rest. If a lost person is conscious, even if they are injured and unable to move, the hasty team should detect them as they pass through the area. They members of a hasty team are not directed to move along a certain path or in a given direction. They are usually given free reign over how they move through the territory. They might spend a few minutes checking an old barn, but move at almost a run across an open field. The idea is to cover the ground. This is why it is so important to use trained searchers, because they are usually much more in tune with what clues to look for and how to quickly spot footprints, broken branches (tracking signs), etc.

The purpose of the hasty team is to bring a rapid end to a search. By putting a well trained team into a high probability area, the search leaders are hoping to find the victim with a quick pass. If the person is truly just wandering around in the woods, then the hasty team will find them and bring the search to an end.

The expected POD for a hasty team may vary somewhat based on the skill level of the team members and the ruggedness of the search area. However, for a well trained team, search leaders might expect a POD of 30-40% for a hasty team. Meaning, if the hasty team comes back empty, then there is a 30-40% chance that the victim isn't there. However, it may be a 70% chance that a conscious and uninjured victim isn't there.

The key considerations for a hasty team include moving quickly, searching all likely places while looking for clues and signs and communicating with other team members. In a hasty team search, it is very easy to get separated from the rest of your team, so communication is vital. We usually paired up hasty team members so they could support each other in the field. They didn't have to stay side-by-side, but at least within sight of each other and in constant contact.

Grid Search

A Grid search is what the public usually thinks of when they think of a lost person search. They picture a long line of people marching like soldiers across an open field. Because of the manpower involved, this is usually the search method of last resort. Trained grid searchers are taught to move slowly and deliberately through an area in a straight line. It is important for each searcher to maintain their spacing with the person on each side. It is also important NOT to take the path of least

resistance, such as walking around a large patch of thorns. Unfortunately, that's where lost people (especially children) usually get caught if they wander around in the dark. Grid searchers rarely find the victim; however, they almost always find any and all clues which might be in the area, assuming the searchers are reminded to be clue conscious. Typically, the grid search team leader and radio operator will try to locate themselves in the center of the line. This way, they can quickly communicate and provide guidance to anyone up and down the line. When a large number of searchers are involved, it may be necessary to use "squad leaders" up and down the line as well.

However, even with a grid search, there are some options available to search leaders which impact the POD. For example, imagine you have one square mile to search. Using a grid search, you have to decide how many searchers to put in the search area. Assume you assigned 25 people to search that one square mile. Now, you have to decide on spacing. If you space out the searchers with 20 feet between them, this "line" will need to make eleven parallel passes through the area to cover it all and will take a total of 37 hours! That's 924 MAN HOURS and 37 actual search hours, if the searchers are moving at a slow, deliberate pace as they are trained to do. Is that realistic? No. (Note: As a rule of thumb, a trained grid search team requires about 3.5 hours to cover one mile.)

What happens then is you either allow the searchers to speed up (which negatively impacts POD) or you put even more searchers into that area. What if you put 100 searchers into that same one square mile search area, with 20 foot spacing? You'd still have 924 man hours, but you could complete the search in roughly 3 passes, with only 9.2 hours in the field. However, in both cases, your POD would be very high, maybe 95%.

As mentioned before, search leaders will often use this method as a last resort to gather every possible clue available. They will also use this method when searching for evidence in a criminal investigation, such as a gun, shell casings, personal effects, etc.

In very large searches which have attracted regional or national attention, grid searches are often used in low probability areas for the express purpose of giving people something to do. I have been involved in searches where 200-300 untrained citizens showed up "just to help". You must give them something to do or it becomes a public relations problem. So, we would pick an out-of-the-way search area and assign one or two trained searchers as leaders. This allowed the public to feel like they assisted and contributed, as well as getting those areas thoroughly searched.

Key considerations for this type of search team include keeping the proper spacing (don't spread out or bunch up), walk slowly and deliberately while watching for clues and try to stay in a line with the rest of the group.

Choke Point Search

Depending upon the lost person's skills and the terrain, some searches lend themselves to choke point searches. If your search area includes a large river with only a few bridges, then you have an excellent opportunity for a choke point search. Think of this as a roadblock rather than a search. A small team is assigned to cover the choke point, to ensure that if the lost person attempts to pass through that point, you can identify him. Any places where you can identify a definite choke point, then you have an opportunity to apply this technique. Keep in mind however, that if you are searching for someone who is actively evading searchers, then choke points become much more difficult to define since the search subject may be willing to swim across rivers or climb or descend cliffs. Like search containment, this type of search lends itself well to people with less mobility who can sit in an area and observe.

Track Trap Search

A track trap is a spot which will capture the fact that a person passed through the area. For example, if you walk along a beach, you leave footprints. Even if you "cover your tracks" there is still evidence that someone has passed through the area. There are many natural track traps, which include river and stream banks, trails with excessive mud or dust, thorn bush thickets and even sand pits. However, in areas prone to lost person searches, like national parks, SAR teams may build track traps along major trails to help in search efforts. They might bring in a few loads of sand and place it in low spots along the trail. This sand pit captures a record of anyone passing down the trail. Then, if a search develops, the trained trackers in the area can immediately go to these known track traps and compare the prints against a known print of the lost person.

One "trick" tracking teams will sometimes use in a search is to go out and "rake" the known track traps before the lost person has a chance to cross them. This quickly eliminates many of the false tracks that the team might later have to rule out. As an untrained searcher, your labor in this effort would certainly be appreciated. In order to be involved in this type of search technique, it is customary to have some proficiency in man tracking and reading sign. However, you may find yourself attached to a team like this to act as a radio operator, driver, etc. and any assistance you can provide would be appreciated. The key considerations for this type of team are speed of travel and the ability to identify track and sign.

Conclusion

As a search and rescue team member, it is important to remember why you are in the field. Your job is to find the lost person or to find clues related to the lost person. If your team is in the field and discovers a solid clue, then your team has assisted in the search by advancing the LKP. By connecting the various clues and positions, it will often draw a line directly to where the lost person will eventually be found.

It is important when you are in the field, regardless of what duty you are assigned, to always remember to watch for clues and report anything you find. Each piece of the mystery gives a clearer picture of what happened and how the person might be found.

Rapid discovery of the missing person is important but, should there be any evidence of foul play or fatal injury, the police must be immediately informed.

2.10 Defining Emergency / Non-Emergency

Whether or not a situation qualifies as an "emergency" will have to be determined by the Patrols encountering the situation first-hand. Do not hesitate to report situations when you deem appropriate. 911 emergency calls are to be made in situations requiring Police, Fire, Paramedic or Ambulance Services. While some of these situations may present as emergencies, they may not be responded to as such by emergency services. If you report an emergency, and there is no response, advise the Executive Director.

The primary concern of the Bear Clan is the protection of people. Incidents that are of concern but that are not emergencies can be reported to the Patrol Leader who will take it to the appropriate authorities. Incidents of concern may include the following:

- Harassment by Johns.
- Suspected sexual exploitation of a minor.
- Conditions posing hazard to the public.
- Other events as assessed by the patrols.

2.11 Available Resources and Contact Details

Bear Clan Patrol, Inc.

Executive Director, James Favel, 204 805-2120, bearclanmb@hotmail.com

Operational Director, Scott Osesky, 204 330-7587.

Brothers Pharmacy, 542 Selkirk Avenue, 204 586-2074.

Klinic 24 Hour Telephone Services

Crisis Line – 204 786-8686 or 1-888-322-3019

Human Trafficking Hotline – 1-844-333-2211

Manitoba Suicide Line – 1-877-435-7170

Seniors Abuse Support Line – 1-888-896-7183

Sexual Assault Crisis Line 204 786-8631 or 1-888-292-7565

www.trauma-recovery.ca is dedicated specifically to people affected by trauma. This is not a substitute for counseling but can support people without access to resources in their community, people not yet ready to ask for help, or to complement resources that people may already be using.

Ndinawe Youth Resource Centre, 472 Selkirk, Avenue, 204 589-5545

North Centennial Recreation & Leisure Facility, 90 Sinclair Street, 204 586-7208

North End Community Renewal Corporation, 509 Selkirk Avenue, 204 927-2330.

Regina House, NCO, 94 McGregor Street, 204 943-7357.

Street Connections, 495 Hargrave Street, 204 981-0742.

Turtle Island Neighbourhood Centre, Lord Selkirk Park, 204 979-0548

WPS/WFPS

911 Emergencies are defined as;

Any crime in progress (break & enter, robbery, etc.)

Any situation with people or property at risk (fire, children on ice, etc.)

Any medical emergency (heart attack, accidental poisoning, etc.)

Non-emergencies – 204 986-6222

Missing Persons Unit – 204 986-6250

Sexual Assault Detective – 204 986-6245

SECTION 3: PROCEDURES AND PROTOCOLS

3.1 Bear Clan Patrols

The Bear Clan Patrol acts within a community in response to the expressed desire of the residents. We do not enter a community or patrol a neighbourhood unless invited to do so. In assuming our traditional role as peacemakers the Bear Clan Patrol remains accountable to the community that they serve. The Bear Clan Patrol works in partnership with community members, local community based organizations and other stakeholder groups.

The Bear Clan Patrols do not arrest people or take other action that is the responsibility of the Police. In working with a community in a supportive and preventative manner, Patrols provide an early response to situations with the hope to reduce and avoid the need for police involvement, courts and lawyers. The Patrols may assist in providing escorts, referrals and follow-up.

The Bear Clan Patrols support respectful individualism, which allows for much freedom and self-expression with the understanding that a person is committed to contributing to the collective well-being of the community.

Patrol Leaders (Ogijiita) will emerge as a result of their commitment to living a good life (Mino Pimatiswin) that is focused on reciprocity and positive change. In their role as peaceful warriors, they will take direction from the community, specifically that of the women and the elders, and act according to the values of the Bear Clan. In keeping with these traditional values and teachings, the Bear Clan Patrols will achieve non-violent strategies for change, which will be demonstrated in many ways including the personal growth of the Patrol members themselves.

3.2 Patrol Schedules

Patrol schedules will be determined by volunteer availability and by the needs of the community as determined by the Community Council. For a patrol to take place there needs to be a minimum of three volunteers. Every effort should be made to maintain both female and male volunteers on each patrol.

Patrols should meet at a consistent location, for consistent weekly patrols. In this way the community knows when and where you will be out should anyone wish to join. The route taken by the patrol should be determined by the community. They may have needs at particular times of the day in particular areas.

Once the Patrol Leader (Ogijiita) has made a commitment to a particular schedule it is expected that they will honour this commitment. If for some reason they are unable to be there it is their responsibility to find someone to fill their place. All volunteers will sign in and out at the start and end of each patrol.

Currently the Bear Clan Patrol meets at the Ndinawe Youth Resource Centre at 427 Selkirk Avenue at 5:30pm five times weekly (Wednesday to Sunday). Thirty minutes are employed to prepare equipment, designate sub-Patrols, describe the intended route and provide any new information such as Missing Persons updates or any specific activities to be done during the patrol. The Patrols currently go from 6pm until 9pm and end back at Ndinawe, where the Patrol equipment is stored and any pertinent information is provided to the Patrol Leader before members depart.

3.3 Building Access and Storage

Community Council shall provide the Bear Clan Patrol with a base for its operation and storage. The location will be used as the primary meeting point. Storage facilities provided to the Bear Clan Patrol are expected to be accessible and reasonably secure. It is understood that security of personal items belonging to the Patrols cannot be guaranteed. Personal items are the responsibility of individual Patrols and should not be left in community storage spaces.

Patrols are expected to keep Bear Clan Patrol gear and all items related stored in an organized fashion. It is important to note that there will often be multiple tenants occupying the same community space. It is the responsibility of the Patrols to maintain harmony and to coordinate their access and conduct within the building with respect to the existing culture and use of the facility.

3.4 Equipment and Supplies

The host community and those serving on the Community Council must ensure that the Patrols have access to necessary equipment and supplies. The Patrols must ensure that all equipment is returned and stored correctly. If more or new equipment is needed or requires replacement bring this information to the attention of the Community Council or the Patrol Leader (Ogijlita). Equipment and supplies may vary according to the needs of a community but may include the following:

- ❖ Patrol Vests
- ❖ Attendance / Record Keeping forms
- ❖ First Aid Kits
- ❖ Water Bottles
- ❖ Sunscreen
- ❖ Rubber gloves
- ❖ Hand Sanitizer
- ❖ Mosquito Repellant
- ❖ Notebooks, pens/pencils
- ❖ Business cards for local resources
- ❖ Flashlights
- ❖ Other as appropriate

3.5 Rest Stops

Rest stops for the Bear Clan Patrol should be secured throughout the community based on the areas being patrolled. Often these are community serving organizations or local businesses. These are spaces where the patrols will be welcomed and provided with access to a washroom and refreshment. It is good for these spaces to be places where the community gathers. While the Bear Clan Patrol is expected to be out and visible on the street, visitations to community spaces are necessary in order to maintain positive relationships, share information and to receive feedback from community partners. The Patrols also need an opportunity to rest.

3.6 Gear and Regalia

Volunteers will be provided with a reflective safety vest marked with the Bear Clan logo to wear during community patrols. These vests remain the property of the Bear Clan and are to be stored within the community the Patrol is serving. These vests can be worn in all weather over the volunteer's own seasonally appropriate clothing and footwear. In the event that a volunteer patrol is experiencing challenges in acquiring the seasonally appropriate attire necessary for patrolling, the volunteer is encouraged to bring this to the attention of a Community Council member or their Patrol Leader.

On occasion, members of the Bear Clan may be recognized and gifted with additional Bear Clan related items. These gifts could include, but are not limited to regalia or attire. All such items should be worn with pride, respect and with the knowledge that we are role models.

The Bear Clan image should never be worn while under the influence of drugs or alcohol, or while engaging in any activities that could be perceived as undesirable examples of community conduct or leadership as determined by the Bear Clan Council and Elders. While on Patrol within a community the reflective safety vest with the Bear Clan logo must be worn.

3.7 Communication

Contact information will vary depending on the community, the Patrol captains (Ogijiita) and the volunteers. Each volunteer patrol must have at least one individual with a cell phone within their group. All Ogijiita are expected to have all relevant contact information stored on their phones.

Cell phones can capture images for use to promote the Bear Clan Patrol and other community events. Under no circumstances should pictures of vulnerable persons be posted on social media or recorded on video for public viewing. Such action is seen as exploitation. It is the responsibility of the Bear Clan to protect the community that they are serving. Residents and other individuals must first give

permission before members of the Patrol take their picture.

The Bear Clan Patrol employs two-way radios for inter-patrol communication and cell phones for emergency contacts and general service. Speaking on the radio must be disciplined to ensure brevity, clarity and security. Unrequired talking on the radio blocks timely passage of any call for assistance. To ensure good situational awareness of all patrol members, radio calls shall use street intersections at the beginning of a transmission to make it clear where the transmission is coming from. Agreed upon code words may be used to reduce the length of spoken transmissions but whenever an urgent response is required clear communication must be used.

Four Golden Rules of Radio Communication:

- 1 Clarity - Speak a little slower than normal, use a normal tone, do not shout.
- 2 Simplicity - Keep message simple enough for intended listeners to understand.
- 3 Brevity - Be precise and to the point.
- 4 Security - Do not transmit confidential or sensitive information on a radio.

Terms and their meaning:

Affirmative – Yes

Break, Break, Break - You are interrupting in the middle of communication because you have an emergency.

Come in – request other party to acknowledge they hear you.

Copy – You understand what was said.

Go Ahead - You are ready to receive transmission.

Negative – No

Out – All conversation complete, channel clear for others to use

Over – your message is finished

Radio Check - What is my signal strength? Can you hear me?

Read you loud & clear - Your transmission signal is good

Repeat – used before you repeat something, example I need 5, repeat 5 boxes.

Roger - Message received and understood.

Say Again – Re-transmit your message

Stand-by - You acknowledge the other party, but cannot respond immediately

Wilco – I will comply

Using the phonetic equivalents instead of letters will make sure letters such as 'F' are not misinterpreted as 'S', 'T' as 'C', or 'M' as 'N'.

A – ALPHA

H – HOTEL

O – OSCAR

V - VICTOR

B – BRAVO

I – INDIA

P – PAPA

X – X-RAY

C – CHARLIE

J – JULIET

Q – QUEBEC

Y - YANKEE

D – DELTA

K – KILO

R – ROMEO

Z - ZULU

E – ECHO

L – LIMA

S - SIERRA

F – FOXTROT

M – MIKE

T - TANGO

G – GOLF

N – NOVEMBER

U - UNIFORM

Radio Handling

Do not pound, drop, or throw the radio.

Never carry the radio by the antenna.

Avoid subjecting the radio to an excess of fluids.

Avoid subjecting the radio to corrosives, solvents or spirits.

Do not disassemble the radio.

Radio Operation

Programmable buttons are not activated.

Turn On/Off/Volume control knob to desired level.

Two short pulse tones indicates self-test pass.

One long tone indicates self-test fail.

Turn Channel Selector knob to desired channel.

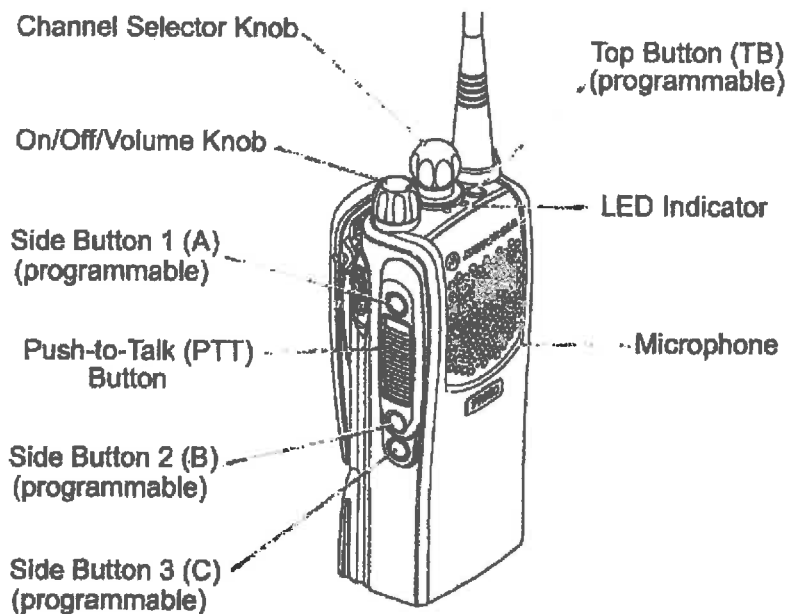
Hold radio in vertical position.

Press PTT button and talk 1-2 inches from the microphone.

Steady red LED is normal during transmission.

Flashing red LED during transmission indicates low battery.

Release the PTT button to listen.

**3.8 Mobile Patrol**

When available a mobile patrol may be employed at the same time as the foot patrol. This vehicle shall involve one female and one male who will maintain radio contact with the Patrol Leader. The vehicle will increase the overall patrol footprint and provide better ability to carry bulky items such as clothing, water and other items available for patrol distribution. This capability can also provide rapid response to any Patrol member requirement or potential Safe Ride requirement by encountered individuals. Vehicles will be marked as Bear Clan if possible.

3.9 Recording Information

Notebooks, or Patrol Activity Report forms (Annex) shall be used to record details of any requests for assistance, unusual events or interactions with the community so that the Patrol Leader is provided with complete and accurate information to support any required follow up coordination. These records should include time, location, a description of the event or request, names of Patrol members involved and the names and contact details of any members of the public willing to provide this information. An activity report and map are to be completed following each patrol to describe the area covered and detail any significant events or observations.

3.10 Winnipeg Police Service

As per the original Bear Clan of the 1990s, the Bear Clan Patrol does not arrest people, we do not go into private houses unless invited to do so, or otherwise take action that is more appropriately the responsibility of the police. By working in a supportive and preventative manner, the Bear Clan works to reduce and avoid the need for the police, the courts and lawyers.

The Bear Clan Patrol works in partnership with the Winnipeg Police Services. Under no circumstances should the Bear Clan interfere with the activities of the Winnipeg Police Service when they are encountered by the Patrols on the street. It is our goal to assist the Host Community in building a respectful, meaningful and reciprocal relationship with law enforcement.

Anything illegal, or activities of concern, witnessed by patrols while on duty should be reported to the Executive Director and brought to the attention of Council. The Executive Director and Operations Director maintain ongoing and direct contact with the Winnipeg Police Service.

3.11 Safety Precautions & Behaviour

SAFETY PRECAUTIONS

- Arrive for patrol with enough time to gather necessary equipment and information before the scheduled patrol start at 6 pm
- Legibly sign the daily patrol attendance sheet upon arrival
- Wear vests to clearly identify you as part of Bear Clan Patrol
- RESPECT direction of Group Leaders and Patrol Leader
- Be aware of who all of your Group members are
- Maintain Group integrity; always stay within voice range of Group Leader
- Always ensure clear, disciplined use of radios
- Always use safety items (sharps containers, pliers, gloves) when handling hazardous items
- Always watch your step to avoid tripping hazards