

— Asian Recruiting — Coordinated Law Enforcement Unit

by Sgt. J.B. Connolly

In 1974, the Coordinated Law Enforcement Unit (CLEU) was formed in British Columbia. The concept was to utilize personnel from the local RCMP and municipal police forces in Joint Forces Operations (JFO) in the Vancouver and Victoria areas. Investigations assigned to these units would focus on major criminals whose activities were multi-jurisdictional in nature and often beyond the resources of the local police. Manpower and equipment would also be available to assist local and foreign law enforcement agencies.

Nearly 20 years later, the CLEU/JFO mandate remains the investigation of organized and major crime. To fulfil this mandate, we must continually update equipment, train personnel and employ people to meet the changing needs of a culturally varied population.

By 1992, it was apparent CLEU/JFO was not appropriately staffed to investigate major crime within the Asian communities in British Columbia. Existing personnel did not have sufficient linguistic skills or knowledge of the Asian culture to police these communities adequately.

The CLEU Joint Management Team was presented a proposal to hire, as "Provincial Special Constables", people with Asian backgrounds who could speak, read and write one or more of the predominant languages within the Asian community. Previous law enforcement experience was also important. The proposal

was accepted and a search for suitable candidates was undertaken. Advertisements were placed in local Chinese newspapers and as a result 150 applications were received. Many of the applicants did not meet the criteria; however, some applications were from individuals with doctorate degrees in various branches of academia.

Ten candidates were selected for full assessments. Standard security reviews were completed in Canada and in Hong Kong with the valuable assistance of the Royal Hong Kong Police (RHKP). Exhaustive interviews and testing identified three candidates as having all the qualifications required by CLEU.

On January 4, 1993, Ivan Ho, Sai-leung (former member of the RHKP), Philip Tsang, Chiu-ping (former member of the RHKP), and Bosco Lee, Kwai-kwan (former member of the Independent Commission Against Corruption, Hong Kong), were sworn in as Special Provincial Constables under the British Columbia Police Act, by Mr. P. Engstad, Director, CLEU. They were enrolled in the Justice Institute of British Columbia, at Vancouver, for basic training in federal and provincial law enforcement procedures and statutes.

On April 16, all three graduated at the top of their class. They received their Identification Cards and British Columbia Police badges at a cere-