

MAY 22 – 25 2019 OAPSB CONFERENCE

WINDSOR ONTARIO

May 22,

There was a training session on Strategic Plans and planning in general lead by ED Fred Kaustinen.

The session gave a blueprint for a successful outcome to a tangible and meaningful strategic plan. Setting values, outcomes and boundaries are driven by the tone at the top and in turn that drives all performance toward substantive success. His take was, See Wisely – look at all of the information for complete input. Hear Wisely to receive all the input possible to make the correct analysis. Speak Wisely for smart outcomes with proper priorities and develop needed partnerships.

He made an interesting comment in that when looking at a strategic plan and the input from stakeholders. Are they looking at the issue as a consumer or shareholder? I can give you the analogy.

We worked through a case study of a police service that was only okay.

May 23,

Morning session was on First Nations Community Safety. Professor Andrew Graham of Queens University. He spoke to the historical law enforcement within first nations with their own methods of policing and punishment from shaming to banishment and even death. Professor Graham continued into an analysis of the breakdown of policing in First Nations with reference to Residential schools and attempt at assimilation. Mostly a historical look at the past.

Also joining the discussion was Fabian Batise a board liaison for NAPS. He talked about the history of NAPS and their issues and concerns as they police the area that the OPP Northwest Patrol used to police. He spoke of the 185 policing agreements with First Nations across the country and the cost of 500 million dollars for these services. Remoteness and lack of personnel have been huge

obstacles to many of these services. He also mentioned that they services want to be treated as equals to their counterparts.

At Lunch we heard from Chief Bryan Larkin of the Waterloo Police Service who was representing Ontario Association of Chiefs of Police. He made the following points

- A community policed by the RCMP in other provinces get 10% of their policing cost covered by the federal government. Ontario communities do not get this benefit.
- New regulations coming in will lead to more local costs.
- 54% of crimes have some component of an electronic element to it and we need to look at how this changes the skill set of resources.
- The opioid crisis now reaches right across our entire province and the resources to deal with it are being stretched
- Mental health is a significant issue with 10 to 20% of service members being effected and not able to report to work.

The afternoon session was a presentation lead by two representatives of the Ministry of the Solicitor General in regards to the Community Safety & Policing Act 2019. The presentation took the form of comparing the main differences between the Police Services Act 1990 and the new act.

- One point was the addition of the eight principles was now the requirement that PSB's be representative of the communities that they serve. In the previous act it was only the service that had to meet this requirement.
- In addition to the duties that are included in the current act the Solicitor General has new duty to develop, promote, and provide education and training to enhance the professional provision of policing and assist members of Police Services Boards in performing their duties. This has been added to further professionalize policing and ensure policing is administered in accordance with the act
- Under Adequate and Effective Policing there is now flexibility to include additional policing functions via regulation.

- The act now spells out that the policing functions be carried out in accordance with the Canadian Charter of Rights and Freedoms along with the Ontario Human Rights Code. There will also be a conflict of interest standard set into regulation.
- Clarifies that the enforcement of municipal bylaws (except as may be set out in regulation) and court security are not a part of the requirement for adequate and effective police service delivery.
- There is now a clear definition of policing functions that can be outsourced if the regulation permits.
- Create a requirement for one OPP detachment board per detachment with requirements for community representation and input, or more than one per detachment if provided in the regulation. There is flexibility provided through the regulation to address unique geographic circumstances.
- Local boards are empowered to establish local policies with respect to policing after consultation with the local detachment commander. There are other conditions set out but it does add weight to the input from local boards.
- Board members will be required to successfully complete basic training on "roles and responsibilities" of the board and its members before exercising powers and performing duties and must successfully complete other mandatory training. In addition board members will be required to complete training on human rights and systemic racism and training that promotes the recognition of and respect for the diverse multiracial and multicultural character of Ontario.
- The new position of the Inspector General has the authority to investigate that boards or its members have not committed misconduct and the IG may impose remedies for noncompliance of the regulations.
- Law Enforcement Complaints Agency (LECA) will replace the Office of the Independent Review Director (OIRPD) and will forward any complaints relating to PSB board members to the IG.

The discussion was primarily regarding the impact of the act on section 10 boards.

May 24,

Zone 1 meeting was held at 8 AM with the highlights being

New Business

- Interim zone Director Kevin Holland reported on the OAPSB's actions on training, One Detachment Boards, and the speed of Provincial appointments.
- Section 10 director Don Smith echoed Kevin's report and talked about term limits of OAPSB directors as it would affect his re-election to the board.

Old Business

Provincial appointments, they are slow but still happening but very slowly.

New Business

- Kevin Holland was elected Director Zone 1
- Next year the OAPSB AGM will be in Toronto and in 2021 Niagara Falls
- Discussion on mandatory board training

Treasures Report

- Attached

Next meeting will be in Thunder Bay October 9 – 10, 2019

The first morning session was Police Boards and the media. Wendy Gillis a crime reporter from the Toronto Star spoke via video link of her thoughts on how PSB's should conduct themselves.

- Always be transparent with the public and the media
- Vary meeting location, not always at the detachment
- Be sure that the agendas are made public
- Interact with the public – town hall meetings, open communication
- As part of the training it would be useful to read Senator Murray Sinclair's report on the Thunder Bay Police and the PSB and in particular the manner in which racism is handled.

The second presenter was the Police Association of Ontario President Bruce Chapman. He spoke of

- The effectiveness of police governance, in that strong boards are independent and effective and can guide the police service to success while weak boards can be beholden to political players, councils or detachment commanders/chiefs of police.
- His assessment was that PSB's are under resourced and not taking advantage of information sharing.
- He encouraged board members to have firsthand knowledge of the work being done by police in the community.
- He had concerns about the new act in terms of privatization and contracting out of some services,
- He felt that there needs to be training for PSB's in four areas. 1) Policing Legislation 2) Effective governance and the role of the PSB 3) The reality of policing in Ontario 4) Statutory mandated training (diversity, inclusion, human rights, etc.)

The next presentation was by Vanessa Ambtman-Smith of the London PSB and her discussion was on Sexual Assault Investigation Reviews. She spoke of the way in which the London PSB needed to take a leadership role to advocate for better practices in policy for reporting sexual assaults and supporting victims during investigations and seeking best practices for dealing with trauma and violence.

She shared a report that showed a 7 year history of case coding in a review of unfounded sexual assault cases before the cases were recoded and after. It indicated the dramatic reduction in unfounded claims from 44% pre-review to 6% post-review.

She showed the one year path that the work has taken them down to establish new policy for the London Police service.

The last presentation of the morning was on Community Safety & Well-Being Planning. The speakers were all from Halton Region, the PSB chair. The deputy police chief, and the commissioner of Social and Community Services.

Halton has completed their plan and I have a copy of it that I will pass along to the committee once it is in place. There are other communities that have already completed their plan and may be good resources among them are Bancroft, Thunder Bay and I believe Kenora. We may be able to draw on them as this process unfolds. I have a number of slides of the comprehensive process that Halton went through to complete their plan and I pass along to the planning committee.

At lunch Solicitor General Sylvia Jones addressed the gathering but offered very little new information.

After lunch Phil Ralph National Program Director of Wounded Warriors Canada gave a brief presentation on the mission and values of the group and who and what is eligible for the program of dealing with PTSD victims.

The last presentation of the day was on the current status of the Cannabis and outdoor grows for mass production which has been recently approved by Health Canada. Topics discussed covered quality control, security issues, production odors and inventory control. It is interesting that only one crop per year can be produced outdoors as to 5 to 7 crops can be grown indoors each year. The discussion about licensed product lines dealt with joints and topical products but there is less likelihood of drink products and edibles being available because of the appeal to children.

The AGM for OAPSB followed. The discussion highlights were term limits on OAPSB members be extended to twelve years which was passed, detachment boards and their numbers under the new act with one board per detachment and a commitment to hold meetings in Toronto after Niagara Falls. There was a concern that Section 10 members out number Section 31 boards and that the conference programs don't really reflex this and there is a bit of a disconnect in the weighting on the board of directors. Don Smith from Shunniya was elected Section 10 North board member.

The Saturday morning session which was to be a case study on what went wrong in Thunder Bay. This was changed just ahead of the conference for a discussion training going forward so that there is consistency across all boards to avoid situations such as Thunder Bay. Fred Kaustinen was very involved as a consultant with the new Thunder Bay PSB on developing training and implementing a very intensive program in a short time frame.

We discussed what the intended goal of the training was and which of several methods of training delivery would work best to get the needed consistency across the province. Envisioned features would have interactive adult education, combination of on-line, distributed, classroom and boardroom training. Detachment commanders would participate in some portions and there would be additional training for board chairs and there would be a formal accreditation process.

The discussion was quite good and seemed to give some direction and energy to the future of training for the organization.

Thank you

John McTaggart