



# The Thunder Bay Police Services Board

## **BACKGROUND: THUNDER BAY POLICE SERVICES BOARD STRATEGIC PLAN, *MANY VOICES, ONE VISION: 2030***

On October 19, the Thunder Bay Police Services Board (TBPSB) announced its new Strategic Plan entitled *Many Voices, One Vision: 2030*, which will be in effect from 2021-2023.

This Plan is the result of extensive community consultation.

- On May 27th the Thunder Bay Police Services Board launched a community wide, online survey to help shape the future of policing in Thunder Bay.
- Residents of Thunder Bay and Oliver Paipoonge were invited to provide input into the Thunder Bay Police Services Strategic Plan 2021-2023.
- In total, 1,260 residents participated in the online survey and 112 stakeholders joined one of 33 consultation sessions.
- Additionally, 145 employees provided input through a Service-wide survey and 34 Board, management and police association representatives participated in internal workshops and interviews.
- Input received from diverse sectors of the community was used to help determine policing priorities over the next three years.
- The response was strong. Feedback from the community shaped five strategic priorities for the plan: Crime & Safety, People, Community, Innovation, and Trust.
- The strategic plan includes the following goals: A Healthy and Supported Workforce, Sustainable Community Policing, Restored Reputation and Relationships, and Build for Transformation.

To address the recommendations from [Senator Murray Sinclair's report](#), as well as recommendations from the OIPRD's [Broken Trust report](#), the Service has undertaken the following initiatives:

- On June 15, The Board welcomed members of the Community Inclusion Team (CIT) — also known by its Ojibwe name, *Gawendum Gaakina Awaya*, which means, "Protect everyone/everything" — as they presented their strategic plan for the Service.

- The five-member team, is a centralized hub of the Thunder Bay Police Service that is working to repair relationships with Indigenous and other racialized and underrepresented communities.
- The team is guided by the Seven Grandfather Teachings of Love, Truth, Humility, Honesty, Respect, Bravery and Wisdom.
- This signals a significant investment by the Service in community engagement, and is aligned with recommendations from the OIPRD and Sinclair reports.
- In response to Recommendation 41 of the OIPRD's *Broken Trust* report, Thunder Bay Police Service has prioritized the diversification of the Service, in particular as it related to Indigenous candidates.
  - The Service has been able to participate in career fairs and meet with potential candidates virtually, accommodating barriers to in-person challenges with the COVID-19 pandemic.
- The Service has completed training of all its members as prescribed by recommendations of the coroner's inquest into the deaths of [Seven First Nations Youths](#) in the City of Thunder Bay. This training will be offered to new members of the service and a new in-house Indigenous diversity training curriculum is in the process of being developed.
  - The Service continues to be in discussion with NAN to finalize the outstanding items outlined in this recommendation.
- The Service has completed the prescribed changes to policies and procedures.
  - Any further changes are prioritized to be made during normal operational reviews and implemented as appropriate.

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