

**AGENDA MATERIAL
FOR
THE THUNDER BAY
POLICE SERVICES BOARD
REGULAR SESSION**

Meeting Date: **JANUARY 18, 2022**

Location: **BEING HELD VIRTUALLY**

Time: **9:00 A.M.**



THE THUNDER BAY
POLICE SERVICES BOARD

THE FIFTH MEETING OF THE
FIFTY-THIRD THUNDER BAY POLICE SERVICES BOARD

TUESDAY, JANUARY 18, 2022

MEETING BEING HELD ELECTRONICALLY
9:00 A.M.

REGULAR SESSION

1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA

RES 1

With respect to the Fifth Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on January 18, 2022, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

3. CONFIRMATION OF MINUTES

The Minutes of the Second Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on December 21, 2021 to be confirmed. **(Pages 6 - 13)**

RES 2

THAT the Minutes of the Second Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on December 21, 2021 be confirmed.

4. PRESENTATION

a) Greetings from the Inspectorate of Policing

The *Community Safety and Policing Act*, 2019, awaiting proclamation, introduces a new structure in the Inspector General of Policing. Members of the Inspectorate will attend to introduce themselves and their office to the Board.

The Board welcomes Inspector General Ken Weatherill, Executive Data Officer Michelle Lloyd, Executive Assistant Lisa Kourtalis and Communications Officer Karina Pronska.

Mr. J. Hannam, Secretary to the Board, to provide an overview relative to the above noted.

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b) Our Call Video Series

Mr. C. Adams, Director – Communications & Technology, to present the 3rd episode of the Police Service’s “Our Call” video series.

5. REPORTS OF COMMITTEES

Report No. 01/22 (Police) relative to the semi-annual report from the Joint Health and Safety Committee (July – December, 2021), for the Board’s information. **(Pages 14 - 15)**

Mr. C. Adams, Director – Communications & Technology, Thunder Bay Police Service, to provide an overview of the activities of the TBPS Joint Health and Safety Committee for the period July 1, 2021 to December 31, 2021.

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Quarterly Complaints

Report No. 02/22 (Police) relative to the summary of complaints for Q4 of 2021 (October, November, and December, 2021), for the Board’s information. **(Pages 16 - 18)**

Staff Sergeant G. Snyder – Professional Standards, Thunder Bay Police Service, to provide an overview relative to the above noted.

b) Digital Evidence Management System/ Body Worn Camera (DEMS/BWC) Project

Report No. 04/22 (Police) relative to a final update on the activities and timelines of the Digital Evidence Management System/ Body Worn Camera (DEMS/BWC) Project Team, for the Board’s information. **(Pages 19 - 20)**

Mr. C. Adams, Director – Communications & Technology, to provide an update relative to the above noted.

c) OIPRD Systemic Review Recommendations - Annual Update

Report No. 03/21 (Police) relative to the 3rd Annual Update on the status/progress of the OIPRD Systemic Review Recommendations, for the Board’s information. **(Pages 21 - 36)**

Sample Initial Itinerary for the Indigenous Cultural Competency Training Session held in December, 2021, for the Board’s information. **(Page 37)**

Summary of the status/progress of the OIPRD Recommendations, for the Board’s information. **(Distributed Separately; to be posted on website after presentation)**

Chief S. Hauth and Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service, to provide an overview relative to the above noted reports.

7. GENERAL MATTERS

a) Bail Reform Advocacy

Memorandum to Members of the Thunder Bay Police Services Board from B. Mauro, Mayor, dated January 11, 2021, relative to Bail Reform Advocacy, for the Board's information.

(Page 38)

Mayor B. Mauro to provide an overview relative to the above noted.

The following motion will be presented for the Board's consideration:

RES 3

With respect to the recent amendments to the Criminal Code of Canada under Bill C-75, we recommend that the Thunder Bay Police Services Board seek the support of the Ontario Association of Police Services Boards in advocating for further amendments to the Criminal Code, as regards bail release reform amendments, to better support our communities and police services;

AND THAT this also be referred to the City of Thunder Bay's Government Relations Committee for its support in advocacy;

AND THAT copies of this resolution be sent to local MPs and MPPs.

b) Police Services Board Special Account

Administrative Report No. 01/22, relative to a review of the Police Services Board's Special Account, for the Board's information. **(Pages 39 - 41)**

Proposal to the Thunder Bay Police Services Board from Thunder Bay and Area Victim Services (TBAVS), for the Board's information. **(Pages 42 - 44)**

TBAVS Financial Statements, for the year ending March 31, 2021, are available upon request.

Mr. J. Hannam, Secretary to the Board, to provide an overview relative to the above noted. The following motion will be presented for the Board's consideration:

RES 4

That with respect to the Thunder Bay Police Services Board's Special Account, we recommend that the Board approve one time funding in the amount of \$4,800 be provided to Thunder Bay & Area Victim Services;

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AND THAT the annual funding provided to the Thunder Bay Police Youth Corp be increased to \$3,500;

AND THAT Administration undertake a review of further funding opportunities for presentation to the Board.

c) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated January 11, 2021, relative to the Monthly Summary of Invoices processed for payment since the December 21, 2021 Regular Session of the Board, for the Board's information. **(Page 45)**

8. PETITIONS AND COMMUNICATIONS

a) Tracking Board Reports

There are no updates for the following outstanding Board reports/standing agenda items.

i. OCPC Chart – Summary of Recommendations

Summary of status/progress of OCPC Recommendations was presented for the Board's information on March 16, 2021.

ii. Governance Committee Report

9. NEW BUSINESS

10. CONFIRMING BY-LAW

RES 5

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Chair and Secretary to the Thunder Bay Police Services Board, sealed and numbered:

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 18th day of January, 2022.

Explanation: To confirm the proceedings and each motion, resolution and other action passed or taken by the Thunder Bay Police Services Board at this meeting is required, adopted, ratified and confirmed as if all such proceedings had been expressly embodied in this By-law.

BY-LAW NUMBER: PC2– 2022

11. ADJOURNMENT

**MEETING: THE SECOND MEETING OF THE FIFTY-THIRD THUNDER BAY
POLICE SERVICES BOARD**

DATE: DECEMBER 21, 2021

TIME: 9:01 A.M.

PLACE: ELECTRONIC MEETING VIA MS TEAMS

CHAIR: COUNCILLOR K. OLIVER

PRESENT:

Mayor B. Mauro
Ms. G. Morriseau
Councillor K. Oliver
Mr. R. Pelletier
Mr. M. Power

GUESTS:

PC S. Bourdeau
Ms. J. Atwood-Petkovski, Principles
Integrity
Mr. J.A. Abrams, Principles Integrity

OFFICIALS:

Ms. S. Hauth, Chief of Police
Mr. R. Hughes, Deputy Police Chief
Ms. D. Paris, Director – Financial Services & Facilities,
Thunder Bay Police Service
Mr. C. Adams, Director – Communications &
Technology
Mr. C. Woods, President – Thunder Bay Police
Association
Ms. M. Zanette, KPW Communications
Mr. J. Hannam, Secretary – Thunder Bay Police
Services Board
Ms. L. Douglas, Assistant to the Secretary - Thunder
Bay Police Services Board

1. DISCLOSURES OF INTEREST

There were no disclosure of interest declared at this time.

2. CONFIRMATION OF AGENDA

MOVED BY: Mr. M. Power
SECONDED BY: Mayor B. Mauro

With respect to the Second Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on December 21, 2021, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED

3. CONFIRMATION OF MINUTES

The Minutes of the Twenty-First Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on November 16, 2021 to be confirmed.

On Page 5 (of 7) of the Regular Session Minutes > General Matters > OIPRD Annual Report

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Recommendations, Chief S. Hawth asked that the training dates (December 13 – December 16, 2021) for the culturally significant training be included in the minutes. The November 16, 2021 Regular Session Minutes will be amended accordingly.

MOVED BY: Mayor B. Mauro

SECONDED BY: Mr. M. Power

THAT the Minutes of the Twenty-First Session (Regular) of the Fifty-Second Thunder Bay Police Services Board held on November 16, 2021 be confirmed as amended.

CARRIED

4. PRESENTATIONS

a) Certificate of Appreciation

A Certificate of Appreciation was presented to PC Sharlene Bourdeau in recognition of her work with the Tree of Hope Project and her community volunteerism.

Chief S. Hawth provided an overview of her passion, commitment, and accomplishments with the Police Service and in the community.

PC Bourdeau's goal is to have trees of hope lit coast to coast, with plans to go to Parliament Hill with this initiative.

Mayor Mauro also thanked her for her work, and congratulated her good work on creating a movement.

PC Bourdeau left the meeting.

b) Our Call Video Series

Mr. C. Adams, Director – Communications & Technology, was pleased to present the 2nd episode of the Police Service's "Our Call" video series.

The episode showcased a call for service on August 30, 2021 – a dramatic water rescue at the Kaministiquia River Heritage Park, where Constable Carson Bamford put his own safety in jeopardy by entering the water to save a life. The quick actions of Constable Bamford, the Fire Service and the EMS saved a man's life.

Mayor Mauro thanked the Service for this series, and noted that these videos are very helpful in relationship building with the Police Service and the front line first responders – particularly in a climate of COVID-19. More videos will follow each month.

c) 2021 Mayor's Community Safety Awards

On December 6, 2021, the 2021 Mayor's Community Safety Awards were presented virtually to two residents and four community projects. The Thunder Bay Police Services Board sponsored a \$1,000 award for the Indigenous Food Circle.

Chair K. Oliver provided an overview relative to this year's Awards and the Indigenous Food Circle. Chair Oliver recognized the efforts of Executive Committee member, Jessica McLaughlin. Several groups and two individuals were recognized at this year's event.

5. ANNUAL APPOINTMENT OF CHAIR AND VICE CHAIR

John Hannam, Secretary to the Board, called for nominations from the members of the Board for the appointment of a Chair and Vice Chair for the remainder of 2021 and for 2022.

Both Councillor K. Oliver and Mr. M. Power were elected by acclamation.

MOVED BY: Mr. M. Power
SECONDED BY: Mr. R. Pelletier

THAT Kristen Oliver be appointed Chair of the Thunder Bay Police Services Board until November 30, 2022, or until such time as a replacement has been appointed.

MOVED BY: Mr. R. Pelletier
SECONDED BY: Mayor B. Mauro

THAT Michael Power be appointed Vice Chair of the Thunder Bay Police Services Board until November 30, 2022, or until such time as a replacement has been appointed.

Councillor K. Oliver thanked all board members for their commitment and work on this board over the past year. Mr. M. Power also thanked the board members for their support and noted that he looks forward to a great 2022.

Chair Oliver assumed the role of Chair for the remainder of the meeting.

6. UNFINISHED BUSINESS

a) Front Line Deployment

At the September 21, 2021 Regular Session of the Board, a memorandum to Members of the Thunder Bay Police Services Board from Member B. Mauro, Mayor, dated September 8, 2021, relative to the Deployment of Front Line Officers, was provided for the Board's information.

Chief S. Hauth provided a PowerPoint presentation in response to the above noted memorandum.

The presentation highlighted the realities and current challenges of the Police Service.

- Over the last 2 years, gang activity and drug activity have increased dramatically.
- Conservatively, it is estimated \$2,800 in illegal drugs are sold per day per drug house or \$46M in drug sales per year in Thunder Bay.
- For the Board's information, Chief Hauth highlighted the drug trade, and the incredible amount of resources needed for enforcement.
- More officers are needed with a YTD total of 51,000 calls for service.
- The Police Service also deals with matters that should be directed to other social service agencies (i.e. the increase in mental health calls is significant).
- The Chief continues to work with other agencies to offer alternative services to better use our police services.
- New estimates of Thunder Bay's population (including the Board's new Strategic Plan) lies between 132,000 – 151,000. This has a significant and large impact on their service delivery. New data needs to translate into a proper level of staffing in the Police Service.
- As a result, resources are stretched to the limit.
- Administration is currently working on a new delivery model.

The Service is unable to meet all of the current demands based on current staffing levels.

Mayor Mauro noted that it's important that the community hears what challenges the Police Service faces.

Discussion was held on bail reform, and the Chief responded to questions. The Mayor asked for a resolution on bail reform for the next board meeting.

A brief discussion followed on the state of the North American-wide opioid crisis and fentanyl-related overdoses and deaths, as well as local impacts. The Board noted that this crisis will not only need leadership at the local level, it will need national and international leadership.

Chief Hauth noted that there have been 321 sudden death investigations YTD for 2021. Chief Hauth explained that this involves every call for service where someone has passed for any reason or circumstance. Every call is initially treated as a homicide and then the Police Service works its way down on the reason for passing based on the evidence; a necessary but demanding protocol.

7. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) 2022 Operational Budget – Thunder Bay Police Service

Report No. 40/21 (Police), relative to the 2022 Proposed Operating Budget, was presented at the November 16, 2021 Regular Session of the Board.

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Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided a brief overview relative to the above noted.

MOVED BY: Mr. M. Power
SECONDED BY: Mr. R. Pelletier

With respect to the 2022 Proposed Operating Budget for the Thunder Bay Police Service, as presented at the November 16, 2021 Regular Session of the Board, we recommend that the budget be approved for submission to the City of Thunder Bay.

CARRIED

b) Thunder Bay Police Service Initiatives

Memorandum to the Members of the Thunder Bay Police Services Board from Deputy Chief R. Hughes, dated December 10, 2021, relative to the Thunder Bay Police Service's 2020 – 2021 completed operational initiatives, was provided for the Board's information.

Deputy Chief R. Hughes provided an overview relative to the above noted and responded to questions. He highlighted several police service initiatives in 2020 – 2021 during COVID-19.

8. GENERAL MATTERS

a) Appointment of an Integrity Commissioner

Administrative Report No. 01/21, relative to the Appointment of an Integrity Commissioner, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided an overview relative to the above noted. Ms. Janice Atwood-Petkovski and Mr. Jeffrey A. Abrams, co-principals of Principles *Integrity* were introduced. There were no questions asked.

It was noted that City Council also works with an Integrity Commissioner.

MOVED BY: Mayor B. Mauro
SECONDED BY: Mr. M. Power

That with respect to the services of an Integrity Commissioner, as outlined in Administrative Report No. 01/21 from the Board Secretary, we recommend that the Thunder Bay Police Services Board appoint Principles *Integrity* to provide such services to the Board and its members as a single sourced provider;

AND THAT the Chair and Secretary be authorized to execute a letter of agreement to that effect;

AND THAT the Board Secretary develop and present to the Board such policies and by-laws that might be required to support the appointment of an Integrity Commissioner to the Board.

CARRIED

b) OIPRD Annual Report Recommendations

Summary of the status/progress of the OIPRD Recommendations since the last presentation on November 16, 2021, was provided for the Board's information.

Chief S. Hauth noted that the updates are highlighted in yellow for easy access.

c) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated December 13, 2021, relative to the Monthly Summary of Invoices processed for payment since the November 16, 2021 Regular Session of the Board, was provided for the Board's information.

9. PETITIONS AND COMMUNICATIONS

a) Grant Opportunities

Memorandum to the Thunder Bay Police Services Board from Chief S. Hauth, dated December 8, 2021, relative to Grant Opportunities and Guns and Gangs Strategy, was provided for the Board's information.

Chief S. Hauth highlighted what grant opportunities the Service has access to. For 2022, the TBPS Local Priorities allocation has increased by \$162,722.92 from the previous grant cycle.

Administration will continue to apply; however, nothing is guaranteed.

Further to discussions about advocacy and support, it was the consensus of the Board that Mayor Mauro try to add grant applications with the Ministry of the Solicitor General to the NOMA meeting at the end of January, 2022.

b) Case for a New Thunder Bay Police Campus

Memorandum to the Thunder Bay Police Services Board from Chief S. Hauth, dated December 8, 2021, relative to an update on the Campaign Launch for a new Thunder Bay Police Campus, was provided for the Board's information.

Ms. S. Ash – Firedog Communication, provided an overview of the launch of the proactive and

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responsive campaign for a new Police Campus. The messaging focuses on safety, etc. and the need to provide a modern police facility to support today's demands for service. The campaign includes videos from the Police Service. A series of factsheets are being rolled out weekly.

Mr. M. Power noted that one-on-one tours of the headquarters are beneficial in bringing realities of the current headquarters forward.

c) Donation Request - 2021 Parade of Lights

Correspondence from Constable Greg Stephenson, Thunder Bay Police Association and Parade of Lights Committee Chair, to Chair Kristen Oliver, dated December 9, 2021, relative to a request for a donation towards the 2021 Parade of Lights, was provided for the Board's information.

Mr. J. Hannam provided a brief overview relative to the above noted.

MOVED BY: Mr. M. Power
SECONDED BY: Mr. R. Pelletier

With respect to the 2021 Parade of Lights held on December 4, 2021, we authorize a donation in the amount of \$1,000;

AND THAT the donation be paid from the Board's Special Account.

CARRIED

Chief Hauth thanked the officers who volunteered to ensure the parade and event were properly staffed.

d) Tracking Board Reports

There are no updates for the following outstanding Board reports/standing agenda items.

i. OCPC Chart – Summary of Recommendations

Summary of status/progress of OCPC Recommendations was presented for the Board's information on March 16, 2021.

ii. Digital Evidence Management System/ Body Worn Camera (DEMS/BWC) Project

Report No. 33/21 (Police) relative to an update on the activities and timelines of the Digital Evidence Management System/ Body Worn Camera (DEMS/BWC) Project Team, was provided for the Board's information on September 21, 2021.

- iii. Governance Committee Report
- iv. Report on TBPSB Special Account

10. NEW BUSINESS - None

11. CONFIRMING BY-LAW

MOVED BY: Mr. M. Power
SECONDED BY: Mayor B. Mauro

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Chair and Secretary to the Thunder Bay Police Services Board, sealed and numbered:

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 21st day of December, 2021.

Explanation: To confirm the proceedings and each motion, resolution and other action passed or taken by the Thunder Bay Police Services Board at this meeting is required, adopted, ratified and confirmed as if all such proceedings had been expressly embodied in this By-law.

BY-LAW NUMBER: PC22– 2021

CARRIED

12. ADJOURNMENT

The meeting adjourned at 10:22 a.m.



Thunder Bay Police Service

SYLVIE HAUTH, CHIEF OF POLICE
1200 Balmoral Street, Thunder Bay, ON P7B 5Z5
Tel: (807) 684-1304 • Fax: (807) 623-9242

Date of Report: January 10, 2022
Date of Meeting: January 18, 2022
Report No: 01/22

Chair and Members

Thunder Bay Police Services Board
317 Victoria Avenue East, Suite 8
Thunder Bay, ON P7C 1A4

SUBJECT

TBPS Joint Health & Safety Committee Semi-Annual Report

REPORT SUMMARY

This is a brief review of the activities of the TBPS Joint Health and Safety Committee from July 1, 2021 to December 31, 2021.

BACKGROUND

Committee Highlights:

- 41 Reports of Injuries were submitted in this period. 2 of these incidents involved exposure to potentially COVID positive individuals and/or exposure to bodily fluids. 7 injuries resulted in lost time.
- 1 specific Operational Illness report was submitted to the Ministry of Labour regarding a TBPS member who had a COVID positive, work-related exposure.
- The Committee provided input on policies for confined spaces, lead exposure and N-95 mask fit testing.
- In December 2021, the Committee welcomed a new Labour Co-chair and new Labour member. The new members are in the process of scheduling training for certification as per Ministry of Labour requirements.

COMMENTS

For information of the Board.

The next Joint Health and Safety Committee report to the Board is expected in September 2022.

RECOMMENDATIONS

There are no recommendations associated with this report.

Respectfully submitted,



S. Hauth
Chief of Police

Prepared by: Mr. C. Adams, Management Co-Chair – TBPS Joint Health & Safety Committee



Thunder Bay Police Service

SYLVIE HAUTH, CHIEF OF POLICE

1200 Balmoral Street, Thunder Bay, ON P7B 5Z5

Tel: (807) 684-1304 • Fax: (807) 623-9242

Date of Report: January 10, 2022

Date of Meeting: January 18, 2022

Report No: 02/22

Chair and Members

Thunder Bay Police Services Board

317 Victoria Avenue East, Suite 8

Thunder Bay, ON P7C 1A4

SUBJECT

The Independent Police Review Act, 2007, established the Office of the Independent Police Review Director (OIPRD) and delegates' responsibility for the oversight and governance of public complaints concerning Ontario's Police Services to the OIPRD.

The Police Services Act establishes a partnership between the Thunder Bay Police Service, the Police Services Board, members of the public, and the OIPRD to investigate and resolve public complaints.

The Professional Standards Branch of the Thunder Bay Police Service investigates public complaints assigned by the OIPRD, under Part V of the Police Services Act, with respect to:

- Officer conduct complaints
- Complaints about the service and policies of the Thunder Bay Police Service

At the conclusion of the investigation, the office of the Chief of Police will adjudicate the complaint. A substantiated officer conduct complaint may be dealt with by informal resolution or a Police Services Act Hearing. A substantiated service or policy complaint requires the Chief of Police report to the complainant, the Police Services Board and the OIPRD, on the resolution of the complaint. An unsubstantiated Officer conduct or policy/service complaint requires that no further action be commenced.

All steps in the public complaint process are subject to review by the OIPRD.

REPORT SUMMARY

Summary of Fourth Quarter Complaints 2021

Local Inquiries.....	0
Customer Service Resolution Requests Received.....	0
Not Accepted.....	14
Accepted—Transitioned from CSR/ER.....	0
Accepted—OIPRD investigate.....	1
Accepted—TBPS investigate.....	3
Accepted—OPP investigate.....	0
Total.....	18

Complaint Type

Service Complaints.....	0
Conduct Complaints.....	18

2016-2017 Complaints Disposed of in the Second Quarter 2021

Withdrawal.....	0
Unsubstantiated.....	0
Substantiated	
Informal Discipline.....	0
PSA Hearing.....	0
Total.....	0

Outstanding 2016-2017 Complaints..... 1

(OIPRD has the outstanding 2016-2017 complaints)

2021 Complaints Disposed of in the Fourth Quarter 2021

Withdrawal.....	1
Unsubstantiated.....	4
CSR.....	0
Informal Resolution.....	0
Substantiated	
Informal Discipline.....	0
PSA Hearing.....	0
Total.....	5

COMMENTS

N/A

RECOMMENDATIONS

For Information Only

Respectfully submitted,



S. Hawth
Chief of Police

Prepared by: Staff Sergeant Gordon Snyder – Professional Standards



Thunder Bay Police Service

SYLVIE HAUTH, CHIEF OF POLICE

1200 Balmoral Street, Thunder Bay, ON P7B 5Z5

Tel: (807) 684-1304 • Fax: (807) 623-9242

Date of Report: January 11, 2022

Date of Meeting: January 18, 2022

Report No: 04/22

Chair and Members

Thunder Bay Police Services Board

317 Victoria Avenue East, Suite 8

Thunder Bay, ON P7C 1A4

SUBJECT

To provide the Thunder Bay Police Services Board with a final report on the implementation of the Thunder Bay Police Service (TBPS) – Digital Management Evidence System.

REPORT SUMMARY

The TBPS – Digital Evidence Management Project Team has successfully completed the purchase, training, and deployment of the products purchased from Axon Public Safety Canada. This includes the implementation of the digitally encrypted cloud-based digital evidence management platform, in-car cameras, body worn cameras, and cameras in the existing interview rooms and intoxilyzer/drug recognition evaluation rooms at police headquarters.

BACKGROUND

The TBPS created a multi-disciplinary project team to ensure the seamless planning and implementation of the TBPS – Digital Evidence Management System (DEMS).

As of December 31, 2021, the purchase, training, and deployment of the vendor products in the contract have been completed. This includes:

- 136 body worn cameras deployed to front-line police personnel including Uniform Patrol, Emergency Task Unit, K-9, Traffic Unit, and the Community Response Team.
- 30 in-car cameras to front-line police vehicles that record a forward and rear compartment view.
- 3 Interview Rooms converted which upload to the digitally encrypted cloud.
- 2 Intoxilyzer / Drug Recognition Evaluation Rooms converted which upload to the digitally encrypted cloud.
- 1 Mobile Interview Room Kit which uploads to the digitally encrypted cloud.
- Digitally encrypted cloud-based platform installed to manage, process, and share all the above noted digital evidence with stakeholder groups such as prosecution agencies.
- 58 “Taser 7” next generation conduct energy weapons have been deployed.
- Signal sidearm devices attached to the holsters of members who have body worn cameras assigned.

External stakeholder groups such as the Ministry of the Attorney-General (Crown Attorney), Public Prosecution Service of Canada and Provincial Offences Prosecutors have all been engaged. We continue to work with them as digital evidence is becoming the norm with disclosure and court proceedings. While certain pieces of digital evidence from body worn cameras is extremely beneficial, it is noted that the workload to manage and process this large amount of data is presenting certain challenges.

To date, over 106,500 pieces of digital evidence has been uploaded to the digitally encrypted cloud.

As well, body worn camera recordings have resulted in the successful conclusion of 20 public complaints or inquiries and has allowed for additional training and changes to some of our standard procedures after review.

Moving forward, the police service will be implementing or continuing the following in 2022:

1. Virtual Reality Training: We have received the most up-to-date virtual reality equipment from Axon Public Safety Canada. This technology provides officers with an immersive empathy-based training experience where officers can put themselves in the shoes of both the officer responding to the scene of a person experiencing a mental health crisis as well as in the shoes of the person in crisis. Other aspects of this training include officer preparedness, officer coping, and tactical skills encompassing critical thinking, analytical, and de-escalation skills. This training will be supplemental to our traditional scenario-based training.
2. Outreach: The TBPS will make available the time to speak to various stakeholder groups to answer questions and present our research and results on our body worn camera implementation. The timeframe is subject to the current COVID-19 pandemic.
3. Engagement: The Project Team has developed the social media outreach series entitled “*Our Call*” which features front line police officers being interviewed regarding certain incidents they were involved in, and the body worn camera imagery from those incidents. The feedback from this series has been extremely positive and the police service is dedicated to ensuring this series continues.

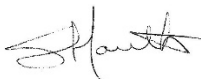
COMMENTS

The project is considered complete.

RECOMMENDATIONS

For information of the Board. There are no recommendations associated with this report.

Respectfully submitted,



S. Hauth
Chief of Police

Prepared by: Superintendent D. Taddeo



Thunder Bay Police Service

Date of Report: January 10, 2022
Date of Meeting: January 18, 2022
Report No: 03/21

Chair and Members

Thunder Bay Police Services Board
317 Victoria Avenue East, Suite 8
Thunder Bay, ON P7C 1A4

SUBJECT

OIPRD Systemic Review Recommendations

REPORT SUMMARY

As a result of the OIPRD Systemic Review, “Broken Trust”, the TBPS is providing its third annual update.

RECOMMENDATIONS

OIPRD Report Recommendations:

Recommendations Regarding TBPS Sudden Death and Other Investigations

1. Nine of the TBPS sudden death investigations that the OIPRD reviewed are so problematic I recommend these cases be reinvestigated.
2. A multi-discipline investigation team should be established to undertake, at a minimum, the reinvestigation of the deaths of the nine Indigenous people identified.
3. The multi-discipline investigation team should establish a protocol for determining whether other TBPS sudden death investigations should be reinvestigated.
4. The multi-discipline investigation team should also assess whether the death of Stacey DeBungee should be reinvestigated, based on our Investigative Report and the Ontario Provincial Police review of the TBPS investigation. The team should also assess when and how the investigation should take place, without prejudicing ongoing Police Services Act proceedings.
5. TBPS should initiate an external peer-review process for at least three years following the release of this report.

Progress Report on Recommendations 1 to 5 (ONGOING):

The Terms of Reference for the Reinvestigations were finalized as of September 2019.

All cases listed have now been reinvestigated, with the tenth case of Stacey DeBungee currently being reinvestigated by the Ontario Provincial Police. The process is in the final report writing stage. While the expectation was to have the report completed by end of 2021 it now appears that the aim is for Spring 2022.

Updates will be provided by the Executive Governance Committee.

While the process is ongoing, the TBPS is taking this opportunity to work with the involved parties to implement other efficiencies.

The TBPS continues to revise how to conduct sudden death reviews and recently implemented an internal streamlined plan of Sudden Death reviews as of February 2020. Since its implementation it has been revised on a few occasions to ensure best practices are followed and to allow input from all involved parties and not just internal members. The plan will continue to be revised when necessary.

Recommendations Regarding TBPS Investigators and the Criminal Investigations Branch

6. TBPS should immediately ensure sufficient staffing in its General Investigation Unit in the Criminal Investigations Branch. Adequate resources must be made available to enable this recommendation to be implemented on an urgent basis.
7. TBPS should establish a Major Crimes Unit – within the Criminal Investigations Branch – that complies with provincial standards and best practices in how it investigates serious cases, including homicides, sudden deaths and complex cases.

Progress Report on Recommendation 6 & 7 (COMPLETE):

The TBPS Criminal Investigations Branch has now been expanded. As it currently stands, there are four (4) Detectives and sixteen (16) Detective Constables assigned to Major Case Management meaning the TBPS has met its goal of twenty (20) dedicated officers. This was done recently with the addition of the final two (2) Detective Constables. Three (3) of these Detective Constables were being utilized for the reinvestigation process and formed part of the reinvestigative team as outlined above. This is no longer the case and those 3 Detective Constables are now being utilized in our Criminal Investigations Branch.

These officers make up four units of 1 Detective and 4 Detective Constables working a 12-hour shift schedule rotation ensuring maximum coverage.

All members will have the necessary major case training upon entering the unit or within six (6) months of being on the unit. All provincial training has been completed for all twenty (20) officers.

The Criminal Investigations Branch has also implemented a mentoring plan which occurs in three (3) month intervals, ensuring that newer officers are paired with experienced officers.

Further, the TBPS, with the assistance of the Ontario Police College (OPC), is now the first organization to have PowerCase training independent of OPC. Training on PowerCase is now conducted locally by qualified instructors, negating the need to send staff to OPC to receive this training. The TBPS has been advised that the Service is now one of the most compliant in the province.

The TBPS will also utilize the best practices developed at the conclusion of the reinvestigative process.

8. TBPS should provide officers, who have taken the appropriate training with opportunities to be assigned work with Criminal Investigations Branch and the Major Crimes Unit investigators to gain experience.

Progress Report on Recommendation 8 (COMPLETE):

The TBPS does have a secondment program to allow for officers in other branches, such as Uniform Patrol, to spend time in the Criminal Investigations Branch.

The TBPS now has two (2) mentoring positions dedicated to the Uniform Patrol Branch to spend a period of three (3) months in CIB. This will provide officers with the opportunity to learn the various roles performed in CIB and gain experience in criminal investigations. Such training will be tracked in a logbook and retained for career development and advancement purposes. This mentorship will allow Uniform Patrol Branch officers to develop their skills and determine if they desire to follow a career path in CIB. All participants will also be offered the entry level “Criminal Investigation Techniques” course upon entering the mentorship program.

This program will see eight (8) officers a year cycle through, providing the TBPS with an enhanced pool of skilled officers.

A manual has been completed for the seconded members.

This process is ongoing and will continue indefinitely.

9. TBPS should develop a formalized plan or protocol for training and mentoring officers assigned to Criminal Investigations Branch and the Major Crimes Unit.

Progress Report on Recommendation 9 (ONGOING):

The Criminal Investigations Branch and the Major Crime Unit, specifically, adhere to all provincially mandated policies and procedures on investigating criminal matters.

The Service now has a Staff Sergeant in charge of Quality Assurance. As part of this role, training manuals are being developed. Training manuals have been completed for the positions in the Criminal Investigations Branch.

New Detective Constables that have been assigned to CIB are now required to shadow an experienced officer for the purposes of development and training. Once the new Detective Constable

is deemed to have demonstrated the appropriate skills and knowledge they are then able to work independently of the experienced officer with the regular Supervisor's oversight.

Further, new Detectives will be assigned to work with an experienced Major Case Detective to ensure the transfer of knowledge. Detectives will work within the MCM Command Triangle as their skills allow. An example of this would mean that an experienced Detective will always be the Case Manager until the newer Detective has demonstrated the skills to act as the Case Manager.

All major cases will be overseen and reviewed by the CIB Detective Sergeant.

Lastly, the TBPS has recently signed an agreement with the Toronto Police Service, Homicide Unit to send TBPS officers for a one (1) month period to allow TBPS officers to develop skills and acquire knowledge from the TPS Homicide Unit. This has yet to occur as a result of the pandemic however it is anticipated that it will occur once we are able to do so.

10. TBPS should develop a strategic human resources succession plan to ensure the General Investigations Unit, Criminal Investigations Branch and the Major Crime Unit is never without officers who are experienced in investigations.

Progress Report on Recommendation 10 (ONGOING):

While we are in process of completing this recommendation, it will be an ongoing endeavour – please see above.

11. TBPS should establish procedures to ensure occurrent or supplementary reports relevant to an investigation are brought to the attention of the lead investigator or case manager. This must take place regardless of whether a case has been earmarked for Major Case Management.

Progress Report on Recommendation 11 (COMPLETE):

This has been addressed. Please also note that in January 2019, the Ministry of Community Safety and Correctional Services released their Major Case Management Inspection Report that deals directly with these matters. All recommendations made in the Report have been fulfilled.

However, prior to the release of either Report, the Inspector of the Criminal Investigations Branch implemented new procedures to ensure lead investigators and case managers were adequately apprised of their investigations. Changes were made to policy to reflect the above changes in procedures and protocols. Again, the Quality Assurance Staff Sergeant will incorporate the changes made into a training manual specific to major crime investigations.

Most recently, the CIB reporting structure has been streamlined within the Branch. CIB now has a dedicated transcriptionist who will complete reports for an officer to review and the Supervisor to approve.

12. TBPS should develop procedures to ensure forensic identification officers are provided with the information necessary to do their work effectively.

Progress Report on Recommendation 12 (COMPLETE):

Lead investigators and case managers are to ensure, on an ongoing basis, that forensic identification officers are kept apprised during the initial processing of the scene and that they are involved going forward. The entirety of the team maintains communication throughout an investigation.

A protocol is in place with the Coroner to ensure open communication and to ensure best practices are utilized in all cases.

TBPS has also now increased the Forensic Identification Unit (FIU) personnel by one (1) officer. This addition provides resources for the more involved cases.

Further, the TBPS has also changed its platoon structure and work schedules to allow officers more opportunities for dedicated lab work.

Further, the TBPS has recently enhanced its Scenes of Crime Officer (SOCO) program to allow Uniform Patrol Branch officers to be trained on evidence collection to alleviate the workload of the Forensic Identification Unit personnel. After SOCO officers gain experience they will be provided opportunities to mentor with FIU officers to gain greater knowledge and skill sets. This will develop a pool of interested officers to enhance FIU applicants, assisting with succession planning in this unit.

13. TBPS should immediately improve how it employs, structures and integrates its investigation file management system, Major Case Management system and its Niche database.

Progress Report on Recommendation 13 (ONGOING):

As stated above, the Ministry of Community Safety and Correctional Services has released their Major Case Management Inspection Report that deals directly with these matters.

As a result of the recent training, TBPS Major Crime will be loading cases with the MCM framework using the Powercase application. This will meet the Provincial standard.

The move to OPTIC continued in 2021 although it was delayed as a result of the COVID pandemic. However, it is expected that OPTIC will go live in April of 2022, barring any unforeseen circumstances or further delays as a result of the ongoing pandemic.

14. TBPS should, on a priority basis, establish protocols with other police services in the region, including Nishnawbe-Aski Police Service and Anishinabek Police Service to enhance information-sharing.

Progress Report on Recommendation 14 (COMPLETE):

Such protocols, both formal and informal, already exist. In addition to our policies and Memorandums of Understanding with other agencies mandating information sharing when necessary, the legislation is very clear that law enforcement agencies can share information between each other freely.

However, the migration to OPTIC will address the concerns of information sharing and the new database will allow for enhanced information-sharing capabilities.

In addition to the above, the TBPS also has several Memorandums of Understanding with the OPP, NAPS, and APS for joint task forces on such things as drug enforcement and guns and gangs.

The re-investigative process also included a partnership with NAPS where we were able to utilize one of their Detective Constables to assist in the re-investigative process. In addition to NAPS, the reinvestigative process also utilized officers from APS, OPP, Treaty Three and the RCMP.

The above occurs on an ongoing basis.

Recommendations Regarding Other TBPS Operational Areas

15. TBPS should fully integrate the Aboriginal Liaison Unit's role into additional areas of the police service. This would help to promote respectful relationships between TBPS and the Indigenous people it serves.

Progress Report on Recommendation 15 (COMPLETE):

The newly created Community Inclusion Team (CIT) staffed by two Indigenous Liaison Officers and a Civilian Coordinator is guided by Indigenous principles and was named "Gawendum Gaakina Awaya" meaning "Protect Everybody/Everything". The name came to the group involved in the Organizational Change Project to revamp the Aboriginal Liaison Unit after members of the Committee and TBPS Senior Command Team participated in a full day sweat lodge ceremony.

TBPS hired a civilian Community Inclusion Team (CIT) Coordinator to work with the Indigenous Liaison Officers. The CIT develops engagement plans for the community and the Coordinator will participate on the TPBS Organizational Change Project going forward. Currently, the project is focusing on career long diversity training with a focus on Bias, Racism, Indigenous people and Culture.

The CIT Coordinator will be involved in all aspects of community engagement with the Indigenous Liaison Officers and internally on training and relationships with frontline sworn and civilian staff.

Indigenous Liaison Officers are available to assist all areas of the Service and are provided training through the Provincial Liaison Team program (PLT). The OPP is the lead agency for this training.

16. TBPS should increase the number of officers in the Aboriginal Liaison Unit by at least three additional officers.

Progress Report for Recommendation 16 (COMPLETE):

The CIT Unit will be evaluated on effectiveness through regular reporting on a quarterly and annual basis. The evaluations will inform recommendations on the goals of the engagement plans, capacity to perform the work and need of more staff to do the engagement work recommended in this report. The Unit has been increased by one civilian member effective December 2020.

At this time there are no plans to increase the number of officers within the newly created CIT Unit. Instead, the focus is on taking the principles and practices of the CIT Unit and integrating them into the everyday service delivery model of the TBPS.

17. With Indigenous engagement and advice, TBPS should take measures to acknowledge Indigenous culture inside headquarters or immediately outside it.

Progress Report for Recommendation 17 (COMPLETE):

In the main second floor lobby, we currently have on display the Robinson Superior Treaty and a Roy Thomas piece entitled “Relatives”.

In addition to these displays, art will be rotated from artists within the community in a chosen location of the building. Further, the TBPS continues to support and assist in the Tree of Hope project initiated by one of its Constables, Sharlene Bourdeau, who was recently recognized for her commitment and initiative in this respect.

The CIT Unit has updated the second-floor display case acknowledging many different indigenous dates and important events. E.g. MMIWG, Every Child Matters, 2SLGBTQ, National Indigenous Day.

The CIT Unit has worked with an Elders Advisory Committee to gather and be gifted with an Indigenous Bundle through ceremony E.g. Eagle Staff, Smudge kit with medicines, sweet grass, sage, cedar. Cedar has been raised over all entrances to bring good energy to the work being done by staff.

Cedar Trees were also planted on the south side flower gardens.

18. Thunder Bay Police Service should make wearing name tags on the front of their uniforms mandatory for all officers in the service.

Progress Report for Recommendation 18 (COMPLETE):

As of August 2020 all name tags were ordered and an internal directive was sent out to all officers to attend at Property & Stores to receive their Velcro names tags to be placed on their vest / shirt. Once the name tags were issued they are mandatory and are now considered a permanent part of an officer’s uniform.

19. TBPS should implement the use of in-car cameras and body-worn cameras.

Progress Report for Recommendation 19 (COMPLETE):

Body cameras have been deployed and are utilized by all front line officers in Uniform and Traffic.

TBPS has also launched a new video series called “Our Call” which showcases the calls for services our officers attended. This initiative was spearheaded by Chris Adams and Scott Paradis. The hope is to bring awareness to the community as to the work completed by the TBPS on a daily basis.

20. TBPS should, through policy, impose and reinforce a positive duty on all officers to disclose potential evidence of police misconduct.

Progress Report on Recommendation 20 (COMPLETE):

Such a duty already exists in legislation. However, our policy has been revised to include: “It is the duty of every member of the Thunder Bay Police Service to address behavior that could be deemed as misconduct when learned about or observed.”

While TBPS Policy has been amended to include a positive duty on the officers, the TBPS has also introduced a new internal Code of Conduct that expanded on this duty. Such a policy was developed and put into force in February 2021.

Recommendations Regarding Missing Persons Cases

21. I urge the Ontario government to bring into force Schedule 7, the Missing Persons Act, 2018, as soon as possible.

Progress Report for Recommendation 21 (COMPLETE):

The *Missing Persons Act* is now in force and the legislation is being utilized by members of the TBPS to assist them in missing persons cases.

The TBPS has participated in the training from the Ontario Police College to ensure full knowledge and compliance with the Act. All TBPS policies have been amended accordingly.

22. TBPS and the Thunder Bay Police Services Board should re-evaluate their missing persons policies, procedures and practices upon review of the report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, due to be released on or before April 30, 2019.

Progress Report for Recommendation 22 (ONGOING):

The Report was released and has been reviewed by the Service. The Service has recently updated its Missing Persons Policy and continues to review it on an ongoing basis.

The TBPS has been successful in obtaining provincial grant funding in order to advance important work in Human Trafficking and Missing Persons. The TBPS has also established two part-time Human Trafficking positions, in addition to one existing full-time officer. The part-time positions are filled by Detective Constables from the Domestic Violence Unit. The individuals will work opposite shifts in order to ensure coverage at all times. The Detective Constables are responsible to communicate regularly with the victims of human trafficking, ensure investigations are complete, work with community groups / boards to educate them on human trafficking and how to recognize the signs.

The TBPS also utilizes the Family Information Liaison Unit (FILU) with the government of Ontario. FILU began providing services to families and loved ones of missing and murdered Indigenous women and girls in March 2017. Since that time, the TBPS has developed a relationship with the

Unit to provide better service to families and loved ones in order to ensure they feel comfortable with the process and receive the information they need throughout the course of an investigation.

The Missing Person Policy has also undergone another internal review in 2021 and changes have been made. An additional policy review will occur in January of 2022. The TBPSB is also in the process of a policy review and the TBPS will ensure the appropriate changes are made once the Board's review is complete.

23. TBPS and the Thunder Bay Police Services Board should re-evaluate their missing persons policies, procedures and practices upon review of the Honourable Gloria Epstein's report on Toronto Police Service's missing persons investigations due to be released in April, 2020.

Progress Report for Recommendation 23 (ONGOING):

The Service has now had an opportunity to review the recommendations as outlined in the Epstein Report. Reports regarding this went to the TBPSB in September and October of 2021. Given the volume of recommendations outlined in the report, the Service will continue to work on this and expects to report to the TBPSB again in the first half of 2022.

Recommendations Regarding the Relationship between the Police and the Coroner's Office

24. The Office of the Chief Coroner, Ontario's Chief Forensic Pathologist, the Regional Coroner, and TBPS should implement the Thunder Bay Death Investigations Framework on a priority basis and should evaluate and modify it as required, with the input of the parties, annually.
25. The Office of the Chief Coroner should ensure police officers and coroners are trained on the framework to promote its effective implementation.
26. The Office of the Chief Coroner and TBPS should publicly report on the ongoing implementation of the framework in a way that does not prejudice ongoing investigations or prosecutions.

Progress Report on Recommendations 24 – 26 (COMPLETE):

The Service has concluded in-house training with all officers that addresses the investigative relationship between the Police and the Coroner. The Coroner's office is invited and does attend to assist in delivering this training. There is a working framework in place as outlined above that will be utilized on an ongoing basis.

Recommendations Regarding the Relationship between the Police and Pathologist

27. The Ontario Forensic Pathology Service should train all pathologists on the Intersection of Police and Coroners for Thunder Bay Death Investigations as set out in the framework.

Progress Report on Recommendation 27 (NOT APPLICABLE):

Not Applicable to TBPS.

28. TBPS should reflect, in its procedures and training, fundamental principles to define the relationship between investigators and pathologists.

Progress Report on Recommendation 28 (COMPLETE):

The Service's Sudden Death Policy has been fully reviewed and revised to incorporate the above. Also, as stated above, training has been completed that addresses the relationship between the investigators and pathologists.

TBPS leadership is in constant communication with the local coroners and pathologists where open and free communication is encouraged. There has been a notable increase in cooperation and all parties are able to address issues quickly as they arise. Of note, there are conversations currently underway between Criminal Investigations Branch Inspector to implement the sharing of reports electronically with the Coroner's office to expedite the sharing of information between both agencies.

29. The Ontario Forensic Pathology Service should establish a Forensic Pathology Unit in Thunder Bay, ideally housed alongside the Regional Coroner's Office.

Progress Report on Recommendation 29 (NOT APPLICABLE):

Not Applicable to TBPS. However, Chief Hauth sent a letter on October 22nd, 2019 to the then CEO of the Thunder Bay Regional Health Sciences Centre, Mr. Jean Bartkowiak, and copy to the Chief Coroner. The letter was in regards to the pressing need to establish a Forensic Pathology Unit in Thunder Bay. Conversations with the Chief Coroner's office are ongoing in relation to this matter.

The Chief of Police continues to advocate for a Forensic Pathology Unit in Thunder Bay. On November 24, 2021, the Chief of Police sent a letter to the Chief Coroner of Ontario that reiterated the importance of continuing to advocate for a new forensic program and facility in Thunder Bay.

30. If a Forensic Pathology Unit cannot be located in Thunder Bay, TBPS and the Ontario Forensic Pathology Service should establish, on a priority basis, procedures to ensure timely and accurate exchange of information on sudden death and homicide investigations and regular case-conferencing on such cases.

Progress Report on Recommendation 30 (COMPLETE):

The TBPS has recently entered into a Memorandum of Understanding with the Toronto Police Service for their assistance when post mortems are scheduled to be conducted in Toronto. This allows for continuity and efficiencies while cutting down on costs of travel and delay.

31. The Ontario Forensic Pathology Service should provide autopsy services compatible with cultural norms in Indigenous communities.

Progress Report on Recommendation 31 (NOT APPLICABLE):

Not Applicable to TBPS.

Recommendations Regarding Racism in TBPS Policing – General

32. TBPS should focus proactively on actions to eliminate systemic racism, including removing systemic barriers and the root causes of racial inequities in the service. TBPS should undertake a human rights reorganizational change strategy and action plan as recommended by the Ontario Human Rights Commission in October 2016.

Progress Report on Recommendation 32 (ONGOING):

Senior Management and Board Members did undergo Human Rights Training provided by the Commissioner. However, when the Chief requested assistance from the Commissioner on a more fundamental level, the Chief was told that the Commissioner did not have the resources to assist in a formal capacity.

The Service is currently undergoing an Organizational Change project initiated by the Chief of Police. The details of the Organizational Change project can be found on the TBPS website.

The first meeting was held in April 2018 and the first area of change was the Aboriginal Liaison Unit. The Service is currently working on its Training Curriculum for all members of the TBPS, both civilian and sworn.

The CIT Coordinator will participate in many aspects of this recommendation through the Organizational Change Project – training, recruitment and communication internally and externally.

The Chief of Police authorized the establishment of an internal Equity, Diversity and Inclusion Committee. The Committee will discuss new initiatives such as the CIT Strategic Plan, various policies, recruitment initiatives and volunteer work. Recommendations from the work of the Committee will be forwarded to the Chief for consideration.

Training has commenced on the approved curriculum in December of 2021. The syllabus is attached for information.

The training is a four (4) day course held off site. All members will be scheduled into the training over the next 2 years. As you can see from the syllabus, the training is a hands on experience that allows for employees to be immersed into the culture and directly participate. The first session of training occurred on December 13-16, 2021. Feedback from members was that the training was beneficial, eye opening and timely.

33. TBPS leadership should publicly and formally acknowledge that racism exists at all levels within the police service and it will not tolerate racist views or actions. TBPS leadership should engage with Indigenous communities on the forum for and content of these acknowledgements. This would be an important step in TBPS advancing reconciliation with Indigenous people.

Progress Report on Recommendation 33 (COMPLETE):

On the day the Systemic Review Report was released, the existence of systemic racism was acknowledged. It was also reiterated by TBPS leadership that racist views and actions are not, and

will never be, tolerated by the Service. The Chief also acknowledged the existence of systemic racism within the Service and the Board during the Board's Acknowledgement and Reconciliation Circle on January 13, 2019.

34. The Thunder Bay Police Services Board should publicly and formally acknowledge racism exists within TBPS and take a leadership role in repairing the relationship between TBPS and Indigenous communities. This too, is an important step in TBPS advancing reconciliation with Indigenous people.

Progress Report on Recommendation 34 (NOT APPLICABLE):

Not Applicable to TBPS.

35. TBPS leadership should create a permanent advisory group involving the police chief and Indigenous leadership with a defined mandate, regular meetings and a mechanism for crisis-driven meetings to address racism within TBPS and other issues.

Progress Report on Recommendation 35 (ONGOING):

Currently, there is a group called the Executive Committee on Indigenous and Diversity Issues which meets quarterly. This Committee acts as an advisory group to the Chief of Police when major incidents occur that require community input. However, this Committee has been put on hold and is being re-defined to better meet the needs of the Community under the Organizational Change project and will include an Aboriginal Liaison Unit component.

As part of the transition from the Aboriginal Liaison Unit to the Community Inclusion Team, the new Civilian Coordinator will be tasked with redefining the role of the Committee as well as reviewing the composition of the Committee. This continues to be assessed and an update will be provided when available.

Recommendations Regarding Racism in TBPS Policing – Training

36. TBPS should work with training experts, Indigenous leaders, Elders and the Indigenous Justice Division of the Ministry of the Attorney General to design and implement mandatory Indigenous cultural competency and anti-racism training for all TBPS officers and employees, that:
 - a. Is ongoing throughout the career of a TBPS officer or employee
 - b. Involves “experiential training” that includes Indigenous Elders and community members who can share their perspective and answer questions based on their own lived experiences
 - c. Is informed by content determined at the local level, and informed by all best practices
 - d. Is interactive and allows for respectful dialogue involving all participants
 - e. Reflects the diversity within Indigenous communities, rather than focusing on one culture to the exclusion of others

- f. Explains how the diversity of Indigenous people and pre and post contact history is relevant to the ongoing work of TBPS officers and employees. For example, Indigenous culture and practices are highly relevant to how officers should serve Indigenous people, conduct missing persons investigations, build trust, accommodate practices associated with the deaths of loved ones and avoid micro-aggressions. Micro-aggressions are daily verbal or non-verbal slights, snubs, or insults that communicate, often inadvertently, derogatory or negative messages to members of vulnerable or marginalized communities.
37. TBPS should ensure the Indigenous cultural competency training recommended in this report is accompanied by initiatives in collaboration with First Nations police services that allow TBPS officers to train or work with First Nations police services and visit remote First Nations to provide outreach.

Progress Report on Recommendation 36 & 37 (COMPLETE):

The Chief of Police, along with Dr. Leisa Desmoulins, have now established the Training Curriculum Working Group. It consists of Michelle Solomon from the Ontario Nation Women's Association, Terry Armstrong, retired Chief of Police of Nishnawbe-Aski Police Service, Tesa Fiddler from the Thunder Bay Catholic School Board, Inspector Derek West with the Service, Jan Ritchie who now occupies the role of CIT within the Service and Rita Fenton, an Elder and member of Fort William First Nation. Dr. Leisa Desmoulins will guide this process.

In March of 2019, the Chief of Police and the majority of the TBPS Senior Management Team, along with the TBPS Board and members of the Thunder Bay Police Association, completed cultural awareness training provided by the Indigenous Justice Division with the Ministry of the Attorney General.

Further, Dr. Leisa Desmoulins alongside the Curriculum Working Group are actively gathering information and testing various training programs to be implemented throughout the duration of a police officer's career. The development of this curriculum is ongoing. The framework will reflect a community-focused service delivery model that activates the principles from the Truth and Reconciliation Commission's Final Report and the training recommendations from the OIPRD's Broken Trust Report. The framework will be grounded in diversity, equity and inclusion.

In May 2020 Chief Hauth tasked the CWG members to develop a curriculum with four phases, grounded in recommendations from two previous reports. To date, the CWG has studied other curricula from the OPP and other police services. Also, the group has consulted with trainers from the justice sector to find a trainer for the initial phase of the training.

As per recommendation 32, the training commenced in December of 2021. The CWG provided parameters to be included in the Diversity Training. The CIT Coordinator prepared the training which included consultation with Elders and outreach to include Community members to assist with delivery of the training. The first training session was held December 13-16, 2021.

In addition, we currently have in place the grade eight (8) visit project in conjunction with NAPS where officers visit First Nations communities in anticipation of youth coming to Thunder Bay to

attend school. Given the pandemic TBPS has unfortunately not been able to make consistent visits during this time frame.

38. TBPS leadership should provide greater support for voluntarism by attending relevant sporting or community events.

Progress Report on Recommendation 38 (COMPLETE):

TBPS leadership does provide support for voluntarism. The Chief of Police attends many community events and ensures she is out in the community in support of as many events as possible. Other members of our leadership team volunteer for various organizations such as Special Olympics and the Youth Corps.

Within the last year, the Chief of Police has added to the TBPS Board agenda a public acknowledgement of the TBPS members. When a member is identified as having demonstrated an outstanding commitment to volunteering their time within the community, they are publicly presented with a certificate of recognition.

Additionally, with the new leadership team, a greater emphasis is being placed on attending events, to show support and encourage more community involvement.

Unfortunately, the ongoing pandemic has limited community engagement but the Service has been utilizing social media to stay connected to the community it serves.

39. TBPS should develop and enhance additional cultural awareness training programs relating to the diverse community it serves.

Progress Report on Recommendation 39 (ONGOING):

Please see progress reports relating to Recommendations 32, 36, and 37.

Additionally, CIT established FACT Fridays that assist in communicating information to all members of the TBPS on Culture, 2SLGBTQ and other relevant topics to inform and allow for better understanding and dispelling common myths.

Recommendations on Racism in TBPS Policing – Recruitment and Job Promotion

40. TBPS should implement psychological testing designed to eliminate applicants who have or express racist views and attitudes. In Ontario, such specific testing is not done. It can be tailored to the TBPS experience. This testing should be implemented in Thunder Bay on a priority basis.

Progress Report on Recommendation 40 (COMPLETE):

The psychological testing TBPS now engages in is extensive and much more thorough than what has been completed in the past. We now have three separate psychological tests that are analyzed by a psychologist in order to inform a medical opinion on the candidate's suitability to be a police officer. One of these tests, the MPulse, specifically analyzes liability factors including racially

offensive conduct, negativity and inappropriate attitudes. Candidates also receive face to face interviews with a psychologist should any portion of the testing be inconclusive or potentially concerning. Candidates with concerning test results are screened out of the process.

41. TBPS should, on a priority basis, create and adopt a proactive strategy to increase diversity within the service, with prominence given to Indigenous candidates.

Progress Report on Recommendation 41 (COMPLETE):

In addition to the Organizational Change Project, the Service has begun to increase the capacity and staff within the Human Resources department. This will allow for there to be a focus on recruitment and diversifying the Service. Currently, the TBPS is reviewing the viability of including officers within the Human Resources department to assist with recruitment and retention initiatives.

The entire recruitment process within the TBPS has been redeveloped with a focus on removing systemic barriers disproportionately encountered by Indigenous candidates. Everything from the initial testing to the background check has been modified or is completely new.

Important aspects to note specifically are:

1. Our interview process was examined as part of a Master's thesis project. As a result of this analysis, recommendations stemming from the research were implemented to remove cultural barriers to the interview scoring process and redevelop the interview questions. This has removed cultural barriers, previously experienced by minority groups, including Indigenous candidates.
2. This complete redevelopment of the recruitment process has also been supplemented with extensive outreach to communities throughout Northwestern Ontario, including several First Nations, as well as throughout Manitoba. These outreach initiatives have built significant relationships with communities, secondary and post-secondary institutions. With the arrival of the pandemic, our recruitment efforts have been put on hold, however they are expected to increase once again in the future.

Our proactive strategy to completely redevelop our recruitment process is complete. The new process is inclusive and has removed systemic barriers that were once common place. The recruitment outreach has focused on Indigenous communities within Northwestern Ontario and into Manitoba and this will continue once we are through the pandemic. TBPS was also recognized nationally, through the Globe and Mail, outlining the efforts and process that we have changed with our recruitment process. From this article, the TBPS has received numerous calls from across Canada discussing the initiative and the new process we have in place.

42. TBPS leadership should link job promotion to demonstrated Indigenous cultural competency.

Progress Report on Recommendation 42 (COMPLETE):

The Service's promotional policy has undergone additional changes as outlined in the Collective Agreements (2020-2023). The first competition utilizing this new process began as of January 7th,

2022. The interview portion of the competition will include questions related to demonstrating cultural competency.

Recommendations for Implementation of Recommendations

43. TBPS should report to the OIPRD on the extent to which the recommendations in this report are implemented. This is imperative given the crisis in confidence described in this report. The OIPRD should, in turn, report publicly on TBPS's response and the extent to which the recommendations in this report are implemented.

Progress Report on Recommendation 43 (**COMPLETE**):

This Report represents the Service's third year update.

44. On an annual basis, TBPS should provide the public with reports that provide data on sudden death investigations. These reports can provide data, in a disaggregated Indigenous and non-Indigenous manner, detailing the total number of sudden death investigations with breakdown of investigative outcomes, including homicide, accidental death, suicide, natural death and undetermined.

Progress Report on Recommendation 44 (**ONGOING**):

While the data is not disaggregated Indigenous and non-Indigenous, the remainder of the information is available in the Service's annual report. The Service continues to assess a different model to be in strict compliance with the recommendation.

Respectfully submitted,



S. Hawth
Chief of Police

Prepared by: Ms. H. Walbourne

SAMPLE - INITIAL TRAINING SESSION - DECEMBER 13 - 16, 2021

Day 1: Part I: Gawendum Gaakina Awaya - keep or Protect Everyone

8:00	1. Gawendum Gaakina Awaya: keep or Protect Everyone
8:15	Speakers: Elder Opening
8:30	
8:45	
9:00	2. Introductions & Circle Teachings
9:15	
9:30	
9:45	Break - coffee break
10:00	3. Team Building
10:15	
10:30	
10:45	
11:00	4. Community Inclusion Team
11:15	
11:30	Team Building - Trigger Words Exercise
11:45	Lunch
12:00	
12:15	
12:30	
12:45	
1:00	5. Reconciliation
1:15	
1:30	
1:45	
2:00	6. Mask Painting
2:15	
2:30	Mask Prepping
2:45	
3:00	7. Elder Sharing
3:15	
3:30	
3:45	Break
4:00	8. Medicine Wheel Teaching
4:15	
4:30	
4:45	
5:00	9. Sharing Circle 7GT (love)
5:15	
5:30	Experiential Learning Assignment/Selfcare Activity
5:45	
6:00	Self reflection assignment (Share own time experience)

Day 2 Part II: Indigenous History and Values

8:00	10. Sharing Circle 7GT (Truth)
8:15	
8:30	Self Reflection Assignment (Share last night Experience)
8:45	
9:00	11. Pre-Contact History of first inhabitants of this area
9:15	
9:30	First inhabitants of this area: Paleo Indians, Migrations
9:45	Break - coffee break
10:00	12. Stories of the Anishnaabek
10:15	FWFN history
10:30	
10:45	
11:00	13. FWFN History
11:15	
11:30	
11:45	Lunch
12:00	
12:15	
12:30	
12:45	
1:00	14. Metis Cultural Presentation
1:15	
1:30	
1:45	
2:00	15. Teaching Circle
2:15	
2:30	
2:45	Break
3:00	16. Elder Sharing
3:15	
3:30	
3:45	
4:00	17. Treaties
4:15	
4:30	
4:45	
5:00	18. Sharing Circle 7GT (Humility)
5:15	
5:30	Experiential Learning Assignment/Selfcare Activity
5:45	
6:00	Self reflection assignment (Share own time experience)

Day 3: Part III: Colonial Impacts on Indigenous Cultural

8:00	19. Sharing Circle 7GT (Honesty)
8:15	
8:30	Self Reflection Assignment (Share last night Experience)
8:45	Break - coffee break
9:00	20. Kiaros Blanket Exercise
9:15	Pre-contact, Contact, Royal Proclamation,
9:30	Land Expansion, Prohibition of Culture, Residential Schools,
9:45	60's Scoop, Affects of Colonialism
10:00	
10:15	
10:30	
10:45	
11:00	
11:15	
11:30	
11:45	Lunch
12:00	
12:15	
12:30	
12:45	
1:00	21. Elder Sharing
1:15	
1:30	
1:45	
2:00	22. Mask Painting
2:15	
2:30	Painting Mask
2:45	Break
3:00	Mask Painting
3:15	
3:30	Painting Mask
3:45	
4:00	23. OIPRD Broken Trust - Report Card
4:15	
4:30	
4:45	
5:00	24. Sharing Circle (Respect)
5:15	
5:30	Mask Painting
5:45	Experiential Learning Assignment/Selfcare Activity
6:00	Self reflecting assignment (Share own time experience)

Day 4: Part IV: Today's Policing

8:00	25. Sharing Circle 7GT (Bravery)
8:15	
8:30	Self Reflection Assignment (Share last night Experience)
8:45	
9:00	26. How Do People Think - Perceptions of Indigenous people
9:15	
9:30	
9:45	Break - coffee break
10:00	27. Indigenous Youth Experience To Thunder Bay - DFC
10:15	
10:30	
10:45	
11:00	28. Creating a Cultural Of Inclusivity
11:15	
11:30	29. Who Needs To Be Served & Protected
11:45	
12:00	
12:15	
12:30	
12:45	Traditional Lunch
1:00	
1:15	
1:30	30. Present Day Perceptions
1:45	
2:00	
2:15	
2:30	Break
2:45	31. Sharing Circle 7GT (Wisdom) Reflection
3:00	
3:15	
3:30	
3:45	32. Wrap up, Celebration
4:00	Elder Closing
4:15	Feast, prepare spirit dish, feast teachings, eat, give away
4:30	closing songs
4:45	
5:00	
5:15	
5:30	
5:45	
6:00	

Thunder Bay Police Services Board

Memorandum

TO: Members of Thunder Bay Police Services Board

FROM: B. Mauro, Mayor

DATE: January 11, 2021

SUBJECT: Bail Reform Advocacy

In June of 2019 the Federal Government's Bill C-75 was proclaimed into law, enacting a number of amendments to the Criminal Code of Canada. The amendments largely focused on reforming existing, and introducing new, measures surrounding bail and release. And while many of the amendments are progressive ones, experience has shown since then unintended consequences have resulted in some circumstances. Circumstances that have seen accused in drug related charges released on bail with conditions that are quickly breached and then reoffend in a cycle that places our communities at risk and impacts heavily on policing resources. And in the face of the well documented incursion of Toronto and Ottawa based drug gangs into Thunder Bay it is a cycle that is acutely felt.

These outcomes are certainly not unique to Thunder Bay, they are being felt in communities across the country. And so a coordinated advocacy is needed to urge government to review these provisions to the Criminal Code so that a more effective outcome can be achieved that better safeguards our communities and better supports police in their efforts to address criminal activities.

In light of this I would ask for the support of the Board for the following motion:

“With respect to the recent amendments to the Criminal Code of Canada under Bill C-75, we recommend that the Thunder Bay Police Services Board seek the support of the Ontario Association of Police Services Boards in advocating for further amendments to the Criminal Code, as regards bail release reform amendments, to better support our communities and police services;

AND THAT this also be referred to the City of Thunder Bay's Government Relations Committee for its support in advocacy;

AND THAT copies of this resolution be sent to local MPs and MPPs.”

/jsh



The
Thunder Bay
Police Services
Board

Administrative Report 01/22

January 2022

RE: Special Account Review

Background

Sections 132 and 133 of the *Police Services Act, RSO 1990* (the Act) provide for how property and found monies that come into the custody of the Police Service may be disposed of, and how the proceeds may be used by the Board: “for any purpose that it considers in the public interest”.

In practice these funds have been placed in an account with a Canadian bank, for safekeeping and the measured use of the Board, and is referred to generally as the Board’s ‘Special Account’. The chequing account is a dual signature one, with the Chair and the Secretary to the Board as the signatories. Current and past practice has been that no cheques are issued unless authorized by the Board.

The Board’s own sponsorship policy provides that the Chair, Chief of Police, and the Secretary shall meet as a committee to review and make recommendations to the Board on any requests for financial support from the special account.

Discussion

Income

Over the years the flow of funds into the special account from annual or semi-annual property auction sales has remained relatively constant with the proceeds of generating between \$5,000 and \$10,000. So called ‘found monies’ has been more variable but at times significant; in the past 18 months almost \$40,000 has been provided to the Board by the Chief of Police.

As noted in years past property for whom no owner could be found was disposed of through in-person auctions, so that funds flowed to the special account once or twice a year. The more recent use of an on-line auction process has led to funds flowing more regularly but overall still in the same range of \$5,000 to \$10,000 annually.

Between funds from property sales and from found monies the Board’s special account currently carries a balance of approximately \$70,000.

Sponsorship

As provided by the Act the Board is free to utilize the funds, in the public interest, as it sees best. Over time the Board has sponsored a wide range of activities and events, such as sporting activities involving at-risk youth conducted by Thunder Bay and District Crime Stoppers, or the Paul Trevitt Memorial Gold Tournament where the proceeds support education bursaries for students from Nishnawbe-Aski First Nation communities, the Mayor's Community Safety Awards is funded annually as has been the Aboriginal Youth Achievement Awards along with the Thunder Bay Police Youth Corps. A wide range of one-time sponsorship has been provided to cultural, sporting and general community events. A table of those groups or activities currently funded annually is found below.

Recipient	Amount
Thunder Bay Police Youth Corps	\$2,500
Mayor's Community Safety Awards	\$1,000
Thunder Bay & District Crime Stoppers	\$2,500
OAPSB & CAPG	\$500 (each)

Requests for sponsorship come to the Board largely by referral, either through Board members or the Police Service where there is some awareness of the opportunity for funding. The Board has as yet never engaged in any broader, active, solicitation of applications for funding, and given the limited funds and its variability it is not something that Administration would recommend at this time.

That said there does exist currently the capacity for the Board to support worthy and eligible activities to a greater degree than they are at present. It is the recommendation of Administration that the Board consider increasing funding to the TBP Youth Corps to allow them to better structure their finances over the longer term, and that Administration seek out other funding opportunities to present to the Board to best use the funds available in its special account. Such recommendations will be mindful of the variable nature of the available funds and what can be sustained in any on-going sponsorship vs. one-time supports.

New Funding Request

One request for funding that was received while this review was underway is from Thunder Bay & Area Victim Services, or TBAVS. The Board will know that we currently share office space with TBAVS (along with Crime Stoppers), in that they sub-let space from the Board. TBAVS presents that while their costs and levels of service have increased of late, they have seen no increase in funding from their primary source, the Ministry of the Attorney General (soon to change to the Ministry of Children, Community and Social Services). TBAVS has been encouraged to look for fund raising opportunities outside of their primary provincial contract, but that of course will take some time to develop and results are uncertain at this point in time. There can be little doubt of the value of the services that TBAVS provides in supporting victims of crime, and they work closely with the Thunder Bay Police Service, OPP Thunder Bay and Nipigon, Anishinabek Police Services and other community agencies. Your Administration recommends one-time funding in the amount of \$4,800 to assist TBAVS during the coming year.

Recommendation

The following motion is presented for the Board's consideration:

“That with respect to the Thunder Bay Police Services Board's Special Account, we recommend that the Board approve one time funding in the amount of \$4,800 be provided to Thunder Bay & Area Victim Services;

AND THAT the annual funding provided to the Thunder Bay Police Youth Corp be increased to \$3,500;

AND THAT Administration undertake a review of further funding opportunities for presentation to the Board.”

Attachment A: TBAVS funding proposal

Attachment B: TBAVS Financial Statements



THUNDER BAY AND AREA VICTIM SERVICES

(TBAVS)

PROPOSAL FOR FUNDING OR IN-KIND SUPPORT

**SUBMITTED TO: Thunder Bay Police Services Board
City of Thunder Bay**

Date: December 08, 2021

Submitted By: Penny Radford, Executive Director

Desired Amount:

\$4,800.00

Vision statement

Committed to compassionate reliable victim-centred services.

Mission Statement

In pursuit of this vision, TBAVS provides immediate victim-centred support in partnership with emergency services.

Our Mandate

Victim Services provides immediate crisis response, intervention and prevention services, which are responsive to the needs of individuals, families and communities affected by crime and sudden tragedies.

Values

Empowerment, accessibility, advocacy, respect and dignity, collaboration, awareness, accountability and transparency.

OBJECTIVE:

To request Funding or In-Kind Contribution towards our sub-lease offices to increase our capacity to service Victims of Crime from the Thunder Bay Police Board.

RATIONALE

Through Memorandums of Understandings with emergency services, including Thunder Bay Police, we are proud to service Thunder Bay, Dorion, Nipigon, Red Rock and Lake Helen.

Historically, we were physically located in the Thunder Bay Police Station. The work area, as the demand for TBAVS rose, was not suitable due to size and location within the detachment.

We started sub-leasing through the Thunder Bay Police Board at the Caledonia building on Victoria Ave.. Funding, provided by the Ministry of the Attorney General, did not accommodate a budget line as we were not paying rent at the detachment. As well, most Victim Services across Canada are located in their partner Police Detachments. The budget had to be re-aligned to accommodate such in TBAVS once the move was completed.

As of August 01, 2021, the Police Services Board increased our sub-lease amount by \$400. Our Sub-lease amount is now at \$1,062.20 which used to be \$0.00. This has led to \$12,746.40.

As of April 01, 2022, the Ministry of Children, Community and Social Services, will be taking over from the Ministry of the Attorney General. There are no budget increases indicated at this time for the next fiscal year. With the changing times, the pandemic, heightened victim responses, higher call volumes for TBAVS, we are struggling to find ways of increasing our capacity to respond and offer our mission/vision.

We are proud to provide such services along with emergency services and believe we have a strong relationship with the Thunder Bay Police at this time. Regardless, of any decision made on this proposal, we still stand strong and proud to work in partnership with the Thunder Bay Police through our Memorandum of Understanding together. We are reaching out to explore if

there are any avenues of relief that we can find to ensure we can match capacity required. If ever there came a time that space through the Thunder Bay Police Detachment became available, we would be honoured to work along side again in a physical dwelling.

FUNDING SOURCE

Ministry of the Attorney General until March 31, 2022.

Ministry of Children, Community and Social Services as of April 01, 2022.

United Way-provided Cell Phones for Victims

Financial Audited Statement attached in email for review.

MEMORANDUMS OF UNDERSTANDING WITH

Thunder Bay Police

Anishinabek Police Services

OPP-Thunder Bay and Nipigon

Red Cross

Thunder Bay Regional Health Sciences Centre

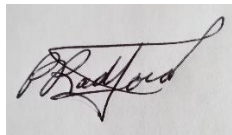
Thunder Bay Fire Rescue

OUTCOME DESIRED

To receive financial assistance towards our sub-leasing to cover the increased cost in our budget of \$400.00 monthly.

\$400/month x 12 (1 year)	\$4,800.00
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Of course, we would certainly discuss an increased amount or discuss a less amount. We would hope going forward that we may have such an opportunity to apply for this yearly or until our budget allots for such an amount.



Penny Radford

Executive Director

Thunder Bay Police Services Board

Memorandum

TO: Members of Thunder Bay Police Services Board

FROM: John S. Hannam, Secretary to the Board

DATE: January 11, 2022

SUBJECT: Monthly Summary of Invoices

Since the December 21, 2021 Regular Session of the Board, the following invoices have been processed for payment:

- Invoice #12212101 from Maverick AV, dated December 21, 2021, for \$4,373.10, relative to virtual session technical support for the period May, 2021 to December, 2021;
- Invoice #2022-0003 from KPW Communications Incorporated, dated January 5, 2022, for \$5,706.50, relative to services rendered for communication services and social media management;
- Invoice #17 from Mr. J. Hannam, dated January 9, 2022 for \$5,367.50, relative to professional services rendered;
- Invoice #017 from Ms. L. Douglas, dated December 31, 2021 for \$4,234.64, relative to professional services rendered.

/jsh