

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

Date: MARCH 9, 2022

Location: VIRTUALLY via ZOOM

Time: 9:00 A.M.



THE THUNDER BAY
POLICE SERVICES BOARD

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

WEDNESDAY, MARCH 9, 2022

MEETING BEING HELD VIRTUALLY via ZOOM

SPECIAL REGULAR SESSION

1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA

RES 1

With respect to the Thirteenth Session (Special Regular) of the Fifty-Third Thunder Bay Police Services Board held on March 9, 2022, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

3. GENERAL MATTERS

Expert Panel Proposal

Memorandum to Members of the Thunder Bay Police Services Board from Kristen Oliver, Chair, dated March 4, 2022, relative to an Expert Panel Proposal, for the Board's information. **(Page 4)**

Memorandum and Proposed Requirements to Kristen Oliver – Char, Thunder Bay Police Services Board from John Hannam – Board Secretary, dated March 3, 2022, relative to a proposal to create an Expert Panel, for the Board's information. **(Pages 5 - 8)**

Confidential Memorandum to Members of the Thunder Bay Police Services Board from Kristen Oliver, Chair, dated March 4, 2022, relative to an Expert Panel Proposal, distributed separately to Board Members Only.

Mr. J. Hannam, Secretary to the Board, and Chair K. Oliver to provide an overview relative to the above noted.

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

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RES 2

With respect to the proposal to establish an Expert Panel, to support and advise the Thunder Bay Police Services Board as outlined, we recommend that Board approve the panel's establishment;

AND THAT the panel be comprised of those individuals named in the proposal, with Mr. Alok Mukherjee as the Chair of the panel, along with such others as may be named;

AND THAT the Board Chair write to the Expert Panel welcoming and thanking them, and undertake to set the work plan in motion.

4. NEW BUSINESS

5. CONFIRMING BY-LAW

RES 3

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 Special Regular Session of The Thunder Bay Police Services Board, this 9th day of March, 2022.

Explanation: Confirmation of 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: PC11 – 2022

6. ADJOURNMENT

Thunder Bay Police Services Board

Memorandum

TO: Members of Thunder Bay Police Services Board

FROM: Kristen Oliver, Chair

DATE: March 4, 2022

SUBJECT: Expert Panel Proposal

As all Board members will know, this Board and the Thunder Bay Police Service have faced a number of challenges, not just recently but over the past 5 years and more. Both the Board and the Service continue to work to respond to, and comply with, the recommendations from the Broken Trust Report and the Thunder Bay Police Services Board Investigation – Final Report (the Sinclair Report). We know that there are many concerns, issues and challenges that have been raised by the members of the Service, many reflected in surveys of the members and in some cases manifested in formal complaints. And now external investigations are underway.

The Board for its part has sought to set a new course for policing in our community through the adoption of an aggressive strategic plan – Many Voices One Vision 20/30 – that has a key focus on the health and wellbeing of the Service’s sworn officers and civilians; with 3 of the 4 overriding strategic goals addressing a healthy & supported workforce, community relations and transforming the Service to meet community and workforce needs.

We have a lot of work to do. And we need all the help we can find to succeed in that work.

In seeking that help, I am pleased to present to the Board a proposal outlined in Mr. Hannam’s accompanying memo to bring together subject matter experts, recognized provincially and nationally, on to an expert panel to not only advise the Board but to work with the Board in meeting the challenges before it, and the objectives of our Strategic Plan. Attached here is both an outline of that proposal, including the identification of those that have already agreed to join the panel, should the Board approve its establishment, and a work plan that the panel would undertake. I for one am very gratified that these individuals are prepared to share with us their experience, expertise, and no small investment of their time to support our Service, its members and this Board. And they do so with no small amount of enthusiasm for the task.

So, I recommend to you that this Expert Panel be established, and that we welcome the offer of support and guidance that its members are eager to offer. I ask that the Board consider and support the following motion:

“With respect to the proposal to establish an Expert Panel, to support and advise the Thunder Bay Police Services Board as outlined, we recommend that Board approve the panel’s establishment;

AND THAT the panel be comprised of those individuals named in the proposal, with Mr. Alok Mukherjee as the Chair of the panel, along with such others as may be named;

AND THAT the Board Chair write to the Expert Panel welcoming and thanking them, and undertake to set the work plan in motion.”

Thunder Bay Police Services Board

Memorandum

TO: Members of Thunder Bay Police Services Board

FROM: John S. Hannam, Secretary to the Board

DATE: March 4, 2020

SUBJECT: Proposal for an Expert Panel

Context

The Thunder Bay Police Services Board, along with the Thunder Bay Police Service is facing many of the same challenges as all other Boards and Services in Ontario. It has been working to respond to the recommendations from recent systemic investigations, and has adopted a bold new Strategic Plan with goals to be met. Over the past few months, it has been named by several officers and a Board Member in Human Rights complaints filed with the Ontario Human Rights Commission. These complaints are currently being investigated.

The Ontario Civilian Police Commission has advised the TBSPB, media and public that it will be investigating the senior leadership at the Service. The OPP has also been requested to criminally investigate some members of the Service, which has been announced publicly. These on the request of the Solicitor General and Attorney General respectively based on allegations presented to their Offices.

A survey from last year by the Thunder Bay Police Association has also outlined a number of workplace concerns from the membership of the Thunder Bay Police Association.

Subject matter experts exist that can provide advice to the Board on a forward-looking and solutions-oriented approach to providing a safe, accommodating, secure space for members of the Service. Gathering advice from these experts will assist the Board in addressing the ongoing alleged Human Rights and HR concerns, and to take action, where necessary.

Expert Panel

It is recommended that an Expert Panel be created to provide advice to the Board, creating confidence with the public, government and Service. The Panel's proposed mandate would be at a high level to meet, review the many concerns presented, identify gaps, provide recommendations for systemic and culture change in TBPS, including actions that can be undertaken, and provide advice to the board on next steps. The Panel's activities could include:

- Review of human rights and mental health-related concerns raised by concerned members of the police service and the broader community
- Review of relevant past OCPC and OIPRD recommendations
- Review the goals and objectives of the Strategic Plan

- Review of policies, procedures, training and practices related to TBPSB and TBPS' response to internal and public concerns regarding human rights and mental health issues
- Identification of potential systemic and cultural barriers in the areas of human rights and mental health
- Consultation with TBPSB, TBPS and the community on current barriers and possible action
- Development of and presentation to the TBPSB and the community of recommendations for action

The timeline and required resources for the Expert Panel's work will be determined in consultation with the Chair and members of the Panel. A per diem is also recommended to compensate the members for their time.

This Panel could include various subject matter experts that relate to policing. For example, individuals from various groups, including those with background in the Service, policy experts, police associations and advocacy groups, would provide the expertise required.

The following individuals would be available to participate in the panel.

Organization	Name	Title	Rationale	Confirmed
Expert on Policing	Alok Mukherjee	President	Former Chair of the Toronto Police Service Board Former President of the Ontario Police Services Boards	Yes
Survivors' Secretariat - Mohawk Institute	Kimberly Murray	Executive Lead	Former Executive Director of the Truth and Reconciliation Commission	Yes
Beyond the Blue	Dilnaz Garda	President	An advocate of mental health for police, stating that the changes in the types of calls and demands by some to defund the police and refund social services mean police face more scrutiny.	Yes
Badge of Life Canada	Laura Kloosterman	Executive Director	Retired police officer with 33 years of experience. Badge of Life aims to empower and promote health for public safety personnel.	Yes

Organization	Name	Title	Rationale	Confirmed
Ottawa Police Services Board	Sandy Smallwood	Former Vice-Chair	A strong advocate of police reform	Yes
Former North Bay Chief of Police	Paul Cook	Retired	Former OACP President	Yes
Police Association of Ontario	Mark Baxter	President	The Police Association of Ontario would provide perspective to the panel from its membership.	Yes
Former Deputy Chief	Keith Forde	Retired	Former Deputy Police Chief at Toronto Police Service. Deeply involved in HR mental health, employee assistance, family assistance programs + introducing anti-racism training.	Yes

Thunder Bay Police Services Board					
Task	Responsibility	Estimated Time No. of Days/Hours	Location		
Introductory meeting to review mandate, purpose, workplan and members' roles and to identify information as needed	Panel	Half day	Virtual		
Meetings with TBPSB, TBPS Chief and other personnel, TBPA Board to discuss panel's work, receive input, request information and identify groups/individuals for consultation	Panel	One day	Virtual		
Review of information related to mental health and human rights concerns	Panel	Two days	Off site/Virtual		
Review of OCPD and OIPRD recommendations relevant to issues of concern, and TBPSB and TBPS policies, procedures, training and practices	Panel	Four days	Off site/Virtual		
Interviews and consultations (focus groups, town hall) with TBPS members and the community to seek input, identify concerns and receive suggestions for further action	Panel	Three days	On site		
Analysis of the information, identify barriers and gaps in systemic practices and organizational culture, discuss areas for further action	Panel	Four days	Off site/Virtual		
Additional follow-up interviews and discussions for input and response related to the preliminary conclusions of the panel	Chair	Three days	On site		
Prepare draft report with recommendations for further action by TBPSB and TBPS to address issues and concerns related to mental health and human rights	Chair	Fifteen days	Off site		
Review of draft report by panel members	Panel	Four days	Off site/virtual		
Presentation of draft report to TBPSB, TBPS and the community in meetings and town halls to seek feedback, response and additional suggestions	Panel	Two days	On site		
Finalize report, seek approval of panel members and present to TBPSB	Chair	Ten days	Off site/On site		
Additional responsibilities of the Chair (including, but not limited to): Liaise with TBPSB, TBPS, TBPA and community representatives Preparation for and chair various meetings Liaise with TBPSB to obtain information and documents needed by the panel Prepare materials for panel members' consideration and review Communication as needed Responsible for public communication and media requests		Fifteen days			