

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

**Date:           OCTOBER 11, 2022**

**Location:      Delta Hotel – The Falls Meeting Room  
                  2240 Sleeping Giant Parkway  
                  Thunder Bay, ON**

**Time:           10:00 A.M.**



THE THUNDER BAY  
POLICE SERVICES BOARD

THE TWENTY-NINTH MEETING OF THE  
FIFTY-THIRD THUNDER BAY POLICE SERVICES BOARD

TUESDAY, OCTOBER 11, 2022

DELTA HOTEL by MARRIOTT – THE FALLS MEETING ROOM  
2240 Sleeping Giant Parkway, Thunder Bay, ON

10:00 A.M.

REGULAR SESSION

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1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA

RES 1

With respect to the Twenty-Ninth Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on October 11, 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 Twenty-Seventh Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on September 20, 2022 to be confirmed. **(Pages 7 - 14)**

RES 2

THAT the Minutes of the Twenty-Seventh Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on September 20, 2022, be confirmed.

4. PRESENTATIONS

Certificates of Recognition

Special Constable T. Krzystofczyk, Special Constable M. Barstead, and Special Constable J. Maijala to receive Certificates of Recognition for their outstanding performances and skill in the execution of their duties, resulting in the saving of a human life.

Acting Chief of Police D. Taddeo to provide an overview of the above noted event and present the certificates.

5. REPORTS OF COMMITTEES

a) Thunder Bay Police Services Board - Governance Committee

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, to provide a verbal update on the status of the Board's Governance Committee.

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Thunder Bay Police Service – Annual Report

Mr. C. Adams, Director – Communications & Technology, Thunder Bay Police Service, to provide an overview of the 2021 Annual Report with a PowerPoint Presentation.

b) Harassment in the Workplace – A Shift in Culture

Memorandum to the Thunder Bay Police Services Board from Inspector Gordon Snyder, relative to a public update of the status/progress of the Action Plan - Harassment in the Workplace – A Shift in Culture, for the Board's information. **(Pages 15 - 18)**

Inspector G. Snyder, Thunder Bay Police Service, to provide an overview relative to the above noted.

c) Quarterly Complaints

Report No. 33/22 (Police) relative to the summary of complaints for Q3 of 2022 (July, August and September, 2022), for the Board's information. **(Pages 19 - 21)**

Staff Sergeant J. Dampier, Thunder Bay Police Service, to provide an overview relative to the above noted.

d) Thunder Bay Police Services Board Budget – Third Quarter Variance Report

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary to the Board, dated October 3, 2022, relative to the Board's Budget Variance for Q3 of 2022, for the Board's information. **(Page 22)**

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, to provide an overview relative to the above noted.

e) OIPRD Annual Report Recommendations

Summary of the status/progress of the OIPRD Recommendations since last presented on June 28, 2022, for the Board's information. **(Pages 23 - 39)**

Acting Chief of Police D. Taddeo to provide an update relative to the above noted.

7. GENERAL MATTERS

a) Update on Building Project

At the September 30, 2022 Closed Session of the Board, a Confidential Memorandum to the Thunder Bay Police Services Board from Acting Chief of Police Dan Taddeo, dated September 15, 2022, relative to the 2023 Capital Budget for the new Police Headquarters Building, was presented. A Notice of Motion relative to the above noted was introduced and is now ready for debate.

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

The following Motion to Rescind will be presented for the Board's consideration:

**MOTION to RESCIND**

RES 3

With respect to the direction by the Thunder Bay Police Services Board to submit a capital budget estimate for the new Police Headquarters building project as part of the Services' 2023 capital budget, we recommend that that direction be Rescinded;

AND THAT the capital budget submission for the building project be brought forward for consideration upon the completion of Phase 1 – Design Development and Final Design Brief.

b) Remembrance Day 2022

Mr. J. Hannam, Secretary to the Board, to provide an overview relative to the local ceremonies scheduled for November 11, 2022. Board representation at local ceremonies will be requested.

c) 2023 Meeting Dates

Copies of the 2023 calendar are being provided for the Board's information in order to determine their meeting dates in 2023. **(Page 40)**

The following meeting dates, on the 3rd Tuesday of each month, are proposed for 2023:

- January 17, 2023;
- February 21, 2023;
- March 21, 2023;
- April 18, 2023;

- May 16, 2023;
- June 20, 2023;
- July 18, 2023 (if required);
- August 15, 2023 (if required);
- September 19, 2023;
- October 17, 2023;
- November 21, 2023; and
- December 19, 2023

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

RES 4

With respect to the 2023 meeting dates presented at the October 11, 2022 Regular Session of the Thunder Bay Police Services Board, we recommend proceeding with the proposed dates.

d) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated October 4, 2022, relative to the Monthly Summary of Invoices processed for payment since the September 20, 2022 Regular Session of the Board, for the Board's information.  
**(Page 41)**

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

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 last presented for the Board's information on June 28, 2022.

9. NEW BUSINESS

10. CONFIRMING BY-LAW

RES 5

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

**THUNDER BAY POLICE SERVICES BOARD (TBPSB)**

**REGULAR SESSION**

**October 11, 2022**

**Page 5 of 5**

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1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 11<sup>th</sup> day of October, 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: PC27– 2022

11. ADJOURNMENT

**MEETING: THE TWENTY-SEVENTH SESSION OF THE FIFTY-THIRD THUNDER BAY POLICE SERVICES BOARD**

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**DATE:** SEPTEMBER 20, 2022

**TIME:** 9:00 A.M.

**PLACE:** DELTA HOTEL BY MARRIOTT  
2240 SLEEPING GIANT PARKWAY, THUNDER BAY, ON

**ADMINISTRATOR:** MR. M. MERCER

**PRESENT:**  
Councillor S. Ch'ng  
Mr. M. Mercer

**REGRETS:**  
Ms. G. Morriveau  
Mayor B. Mauro

**GUEST:**  
Mr. A. Mukherjee

**OFFICIALS:**  
Mr. D. Taddeo, Acting Chief of Police  
Mr. C. Adams, Director – Communications &  
Technology  
Inspector G. Snyder, Thunder Bay Police Service  
Staff Stg. J. Dampier, Thunder Bay Police Service  
Mr. J. Hannam, Secretary – Thunder Bay Police  
Services Board  
Ms. L. Douglas, Assistant to the Secretary - Thunder  
Bay Police Services Board

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1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

2. CONFIRMATION OF AGENDA

Under Reports of the Thunder Bay Police Service, the Interim Report from the Independent Expert Panel was added.

MOVED BY: Administrator M. Mercer

With respect to the Twenty-Seventh Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on September 20, 2022, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

CARRIED by the Administrator

3. CONFIRMATION OF MINUTES

The Minutes of the Twenty-Second Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on June 28, 2022 and the Minutes of the Twenty-Fifty Session (Special Regular) of the Fifty-Third Thunder Bay Police Services Board held on August 9, 2022 to be confirmed.

MOVED BY: Administrator M. Mercer

THAT the Minutes of the Twenty-Second Session (Regular) and the Minutes of the Twenty-Fifth Session (Special Regular) of the Fifty-Third Thunder Bay Police Services Board held on June 28, 2022 and August 9, 2022, respectively, be confirmed.

CARRIED by the Administrator

4. PRESENTATION

Our Call Video Series

Mr. C. Adams, Director – Communications & Technology, presented the 8<sup>th</sup> episode of the Police Service’s “Our Call” video series.

In “Sorting Chaos”, Constable Tim Smith illustrated that calls for service can unfold very rapidly, presenting a secondary incident that happened during a first call. The episode showed how both situations were handled concurrently.

5. UNFINISHED BUSINESS

a) OIPRD Recommendation #R29

At the May 24, 2022 Regular Session of the Board, Mayor Mauro asked the Chief to provide an overview of the major case investigations – particularly the cost, staffing and resources implications when pathology services are conducted in Toronto. A memorandum to the Thunder Bay Police Services Board from Chief S. Hauth, dated June 15, 2022, relative to a regional assessment of costs for major case investigations, was provided for the Board’s information.

Mayor B. Mauro led a discussion on the need for the City to formally advocate to the Province on this subject in order to support the Police Service and possibly expedite timelines.

Administrator M. Mercer reported on his conversation with the Chief Coroner, whose view is that there is a demand in Northwestern Ontario, beyond Thunder Bay, for a forensic pathology lab in the City. However, one of the current obstacles, besides the cost of a local lab, is obtaining a qualified pathologist and staff for Thunder Bay.

There will be more to report as future conversations with the Chief Coroner are scheduled.

b) Strategic Plan Update

At the June 28, 2022 Regular Session of the Board, Acting Deputy Chief Taddeo presented the Strategic Plan Operational Progress Report for the period January – June 2022 and responded to questions. He noted that it is clear that the Police Service supports a much larger population that



what is reported by Statistics Canada, With the high rates of homelessness and addiction, calls for service continue to increase annually year over year.

Discussion was held on the number of front line staff, and current staffing shortage issues.

Discussion was also held relative to metrics and measuring/assessing progress. Mr. J. Hannam committed to working with the Police Service to better account for progress on the next Operational Progress Report.

Memorandum to Members of the Thunder Bay Police Services Board from Councillor Shelby Ch'ng, dated September 12, 2022, relative to the Strategic Plan, was provided for the Board's information.

Councillor S. Ch'ng provided an overview of her memorandum, and noted that the information requested should be provided by the time the new Board is appointed, to assist in their decision-making.

Acting Chief D. Taddeo noted that some of the requested data is readily available; however, some data will require a lot of work and time to produce for the Board. All data requested is achievable. Acting Chief Taddeo will work with the Board Secretary and Councillor Ch'ng to determine what specific data is required. Secretary Hannam will also contact other boards in the province to gather information in this regard.

MOVED BY: Administrator M. Mercer

We recommend that Administration, through the Office of the Chief of Police, provide a report that includes the following information:

1. A breakdown of priority calls - percentage of what types of calls come in for police.
2. How many days average between when a position is posted to when the successful candidate starts.
3. What is the cost to new police candidates for their training? Cost either paid by them or by the operating budget.
4. The 'Quantitative and qualitative performance objectives', as found in the Community Safety and Policing Act 39. 3. i-x.:
  - i. the provision of community-based crime prevention initiatives, community patrol and criminal investigation services,
  - ii. community satisfaction with the policing provided,
  - iii. emergency calls for service,
  - iv. violent crime and clearance rates for violent crime,
  - v. property crime and clearance rates for property crime,
  - vi. youth crime and clearance rates for youth crime,

- vii. police assistance to victims of crime and re-victimization rates,
- viii. interactions with persons described in paragraphs 4 and 5 of this subsection,
- ix. road safety, and
- x. any other prescribed matters.

CARRIED by the Administrator

6. REPORTS OF COMMITTEES

a) Thunder Bay Police Service – Joint Health and Safety Committee

Report No. 29/22 (Police) relative to the semi-annual report from the Joint Health and Safety Committee (January – June, 2022), was provided for the Board’s information.

Mr. C. Adams, Management Co-Chair – TBPS Joint Health and Safety Committee, provided an overview of the activities of the TBPS Joint Health and Safety Committee for the period January 1, 2022 to June 30, 2022, and responded to questions.

Acting Chief D. Taddeo noted with concern that assaults are up 100%.

b) Thunder Bay Police Services Board - Governance Committee

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, reported that he and Administrator Mercer have been busy interviewing interested parties - 15 applicants to date.

They hope to have a recommendation of appointments for the Board in due course. The level of interest in the community was high and encouraging. All applicants are very interested in working with the Board.

Administrator Mercer will also be contacting Indigenous leaders for their feedback prior to selecting members of the Governance Committee.

c) Interim Report from the Independent Expert Panel

A PowerPoint slideshow, entitled “Turning the Page – An Urgent Memo to the Thunder Bay Police Services Board from the Independent Expert Panel”, dated September 20, 2022 was distributed separately by email to Board Members on September 16, 2022, for their information prior to the meeting.

Mr. Alok Mukherjee, Chair of the Independent Expert Panel, presented the Interim Report. He thanked Administrator Mercer and Secretary Hannam for their ongoing support with assisting the Expert Panel in carrying out their duties.

Chair Mukherjee provided an overview and responded to questions relative to the three (3)

priorities that the Panel wished to address with the Board:

1. Chief Selection;
2. Board Appointments; and
3. Labour Relations.

The report includes approximately fifty (50) proposals/ calls-to-action for the Board and other responsible entities.

The presentation included an overview of the extensive number of documents provided by the Police Services Board and the Police Service, as well as an overview of the consultations held in the community, in meetings in Toronto, and with local organizations, Indigenous leaders, and individuals.

Underlying principles that need to be prioritized for service delivery and labour relations include: human rights, equity diversity and inclusion with an anti-racism lens, and the implementation of a trauma-informed labour relations approach for the assessment of the wellness of employees.

The report recommended the Board seek exemption from the OCPC and the Solicitor General of Ontario to expand to a 7-member Board. In the meantime, the report recommended that, in a 5-member Board, two are First Nation drawn from local and remote communities. In an expanded 7-member Board, Indigenous representation should increase to 3.

The Panel would like to see the establishment of a full-time Chair, paid commensurately to a City Councillor. They recommended that the Vice Chair be a member of City Council. The Chair and Vice Chair would remain in their positions for a period of 5 years. This would be necessary for continuity and implementation of changes.

A brief discussion was held relative to the desired competency of future Board members.

A Standing Update on the status of the recommendations in the Interim and Final Reports should be reported at every Board meeting.

A brief discussion was held relative to the recommended criteria for a new Chief of Police. It was noted that the consultants hired for the search have communicated with the Expert Panel and will integrate the recommendations in their reports into the selection criteria.

An overview of the Panel's work plan was provided, with the Final Report anticipated in early 2023.

Councillor Ch'ng led a discussion on the formation of an Elders Advisory Council, which would be compensated for their work. This could be formed regardless of the Board's diversity.

The discussion led to the need for a long overdue review of Board compensation.

Councillor Ch'ng requested that rationale be provided in each instance that a recommendation will be recognized for implementation and a rationale for any recommendations the Board decides that will not be implemented.

7. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Request to Claim Found Property

On May 5, 2022, the Police Services Board received correspondence from a resident, advising that they had found \$395 near 189 S. Algoma Street, Thunder Bay on April 27, 2022.

They were advised by the Police Service that, if the money was not claimed within the next 90 days, the found property would be returned to them.

Report No. 28/22 (Police) relative to a request to claim found property, was provided for the Board's information.

MOVED BY: Administrator M. Mercer

With respect to Report No. 28/22 (Police) presented at the September 20, 2022 Regular Session of the Police Services Board;

THAT the Thunder Bay Police Services Board approve the finder's request if the owner has not claimed the found property on or before July 27, 2022.

CARRIED by the Administrator

b) Quarterly Complaints

Report No. 30/22 (Police) relative to the summary of complaints for Q2 of 2022 (April, May and June, 2022), was provided for the Board's information.

Staff Sergeant Joe Dampier was introduced to the Board. He will be providing this report going forward.

Inspector G. Snyder and Staff Sergeant J. Dampier, Thunder Bay Police Service, provided an overview relative to the above noted.

c) Thunder Bay Police Service – Second Quarter Variance Report

Report No. 27/22 (Police) relative to an update on the status of the Operational Budget of the Thunder Bay Police Service as of June 30, 2022, was provided for the Board's information.

**THUNDER BAY POLICE SERVICES BOARD (TBPSB)**

**REGULAR SESSION**

**September 20, 2022**

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The Chief provided an overview of the Variance Report and inflationary costs, and noted that some of the variances are beyond their control and budgeting (i.e. overtime related to sudden death and homicide investigations).

d) Thunder Bay Police Services Board Budget – Second Quarter Variance Report

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary to the Board, dated September 18, 2022, relative to the Board's Budget Variance for Q2 of 2022, was distributed separately as Additional Information on September 19, 2022, for the Board's information.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, reported an unfavourable variance of approximately \$200,000 at end of Q2, largely due to higher than anticipated legal costs.

e) Unclaimed Funds

Report No. 31/21 (Police) relative to seized/unclaimed funds in connection with numerous criminal investigations, was provided for the Board's information.

Acting Chief of Police D. Taddeo provided an overview relative to the above noted.

8. GENERAL MATTERS

Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated September 13, 2022, relative to the Monthly Summary of Invoices processed for payment since the June 28, 2022 Regular Session of the Board, was provided for the Board's information.

9. PETITIONS AND COMMUNICATIONS

a) Thank You Note - Sponsorship Request

At the May 24, 2022 meeting of the Thunder Bay Police Services Board, a request from Detective Constable Shane Baker for sponsorship at the Can-Am Police and Fire Games was approved for \$200.

Correspondence from Shane Baker to Linda Douglas, dated August 3, 2022, relative to thanking the Board for their sponsorship, was provided for the Board's information.

Acting Chief Taddeo provided an overview of the achievements of several officers who participated in the Can-Am and World Police and Fire Games over the summer.

b) 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 last presented for the Board's information on June 28, 2022.

ii. OIPRD Annual Report Recommendations

Summary of the status/progress of the OIPRD Recommendations was last presented for the Board's information on June 28, 2022.

10. NEW BUSINESS

There was no New Business presented.

11. CONFIRMING BY-LAW

MOVED BY: Administrator M. Mercer

THAT the following By-law be introduced, read, dealt with individually, engrossed, signed by the Administrator 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 20<sup>th</sup> day of September, 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: PC25– 2022

CARRIED by the Administrator

12. ADJOURNMENT

The meeting adjourned at 10:38 a.m.



# MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

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DATE: October 3, 2022  
TO: Thunder Bay Police Services Board  
FROM: Inspector Gordon Snyder  
SUBJECT: Harassment in the Workplace – A Shift in Culture

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At the February 15, 2022 Regular Session meeting of the Board, we released an action plan to address issues of civility and respect in the workplace. At the May 24, 2022 Regular Session meeting of the Board, we provided an update to the action plan outlining the work that had been completed in six of the ten action plan items. The remaining four action plan items have been addressed since our last report as follows:

In response to point #5 in which the Thunder Bay Police Service (TBPS) will retain a Conflict Resolution Specialist to address interpersonal conflicts that arise in the workplace:

- The Service has engaged an external consultant that will provide this service to the TBPS on an as needed basis.

In response to point #6 in which the Service will explore Bystander Training (ABLE – Active Bystandership for Law Enforcement) designed to help prepare officers to intervene to prevent harm and create a culture that supports peer intervention.

- The Service has explored this opportunity through the Federal Bureau of Investigation National Academy Associates. The Thunder Bay Police Service is already part of this Association and conducts resiliency training, mentioned previously as part of this action plan.
- The training for instructors to implement this program is still ongoing and in development. As this program continues to develop in the United States, the Thunder Bay Police Service will continue to explore the potential to have one of our officers trained as an instructor to implement this program Service wide in the future.



## MEMORANDUM

**Office of the Chief of Police**

**Tel: (807) 684-1304**

**Fax: (807) 623-9242**

- In the interim, the Thunder Bay Police Service has a component added to our annual use of force training which specifically discusses the core components of Active Bystandership, specifically regarding intervention to prevent potential harm and to create a culture that supports peer intervention.

In response to point #8 in which the Service will begin implementing the National Standard of Psychological Health and Safety in the Workplace:

- The Peer Support Team Coordinator for the TBPS reviewed the National Standard of Psychological Health and Safety in the Workplace in detail and found that the TBPS is largely in compliance with this National Standard.
- The Standard is broken down into phases. The TBPS is in compliance with each of the phases through the Psychological Wellness Policy and by regular reviews of this policy through the Peer Support Coordinator.
- Further, the TBPS strives to provide ongoing training and a host of resources to address the psychological wellness needs of our members. An example of this is the extensive resiliency training that has been ongoing and will continue through the FBI resiliency program. Mental Health First Aid training is also provided to all sixteen (16) Peer Support Team Members who make hundreds of mental health wellbeing contacts with our members annually.
- The TBPS has also implemented Project Safeguard which is a program that recognizes certain types of investigations and positions that may be exposed to a greater degree of traumatic events than others and requires increased monitoring of member wellness. This project ensures this increased psychological monitoring for those members.
- One recommendation from the Standard is to conduct a yearly audit to ensure continued compliance. We have now made an alteration to the review dates of all the employee mental health related policies to be one year to ensure continued compliance with the National Standard.





## MEMORANDUM

Office of the Chief of Police

Tel: (807) 684-1304

Fax: (807) 623-9242

In response to point #9, Service members now sit on a multi-jurisdictional group for addressing civility and respect in the workplace:

- Update - this multi-jurisdictional group has now been endorsed and supported by the Ontario Association of Chiefs of Police. This demonstrates a sector wide Provincial policing commitment for addressing civility and respect in the workplace.
- Ongoing meetings are continuing and the Services' Human Resources Manager and Legal Counsel are part of this multi-jurisdictional group.

In response to point #10 in which the Service will continue to explore engagement with the Canadian Centre for Diversity:

- The Canadian Centre for Diversity and Inclusion focusses on inclusion that is relevant in Canada by addressing the issues that move employers from compliance to engagement in developing and implementing diversity plans.
- The TBPS has a diversity plan in place which includes engagement with the 2SLGBTQ+ community and the implementation of an Indigenous Elders Advisory Committee which is accessible to TBPS for a variety of policing issues.
- Reconciliation Training is also ongoing and will have involved all TBPS staff by the spring of 2023.
- The TBPS is also actively engaged in the recruitment of underrepresented groups into the Service and has seen significant progress.
- The TBPS will continue with its diversity plan and use it to help solidify the continued and ongoing implementation of this Action Plan.

All the points mentioned in the Action Plan to address issues of civility and respect in the workplace have now been implemented or explored. Further exploration and implementation will occur where needed and aspects that have been implemented will be ongoing.



## MEMORANDUM

**Office of the Chief of Police**

**Tel: (807) 684-1304**

**Fax: (807) 623-9242**

Lastly, a recent initiative within the TBPS, that is not part of the Action Plan, which incorporates respect and civility in the workplace is our new PIIX program (Police Innovation and Information Exchange). This program was brought forward by a Constable in our Primary Response Unit. The objectives of this program are to effect change in the Service, from within the Service, by inviting all members to share their ideas of how the TBPS can improve including efficiency, support and public perceptions. This program was designed to give every employee a voice in organizational change. We have already seen substantial interest and recommendations in relation to this initiative. The first presentation of recommendations to Senior Command will occur at an upcoming meeting.



# Thunder Bay Police Service

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

**Date of Report:** October 3, 2022  
**Date of Meeting:** October 11, 2022  
**Report No:** 33/22

**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 Third Quarter Complaints 2022

Local Inquiries.....	0
Customer Service Resolution Requests Received.....	0
Not Accepted .....	8
Accepted—Transitioned from CSR/ER .....	0
Accepted—OIPRD investigate.....	0
Accepted—TBPS investigate .....	5
Accepted—OPP investigate .....	0
<b>Total.....</b>	<b>13</b>

### **Complaint Type**

Service Complaints.....	1
Conduct Complaints .....	12

### 2016-2017 Complaints Disposed of in the Third Quarter 2022

Withdrawal .....	0
Unsubstantiated .....	0
Substantiated	
Informal Discipline.....	0
PSA Hearing .....	0
<b>Total.....</b>	<b>0</b>

### **Outstanding 2016-2017 Complaints..... 1**

(OIPRD has the outstanding 2016-2017 complaints)

### 2022 Complaints Disposed of in the Third Quarter 2022

Withdrawal .....	0
Unsubstantiated .....	1
CSR.....	0
Informal Resolution.....	0
Substantiated	
Informal Discipline.....	0
PSA Hearing.....	0
<b>Total.....</b>	<b>1</b>

**2021 Complaints Disposed of in the Third Quarter 2022**

Withdrawal .....	0
Unsubstantiated .....	2
CSR.....	0
Informal Resolution.....	0
Substantiated	
Informal Discipline.....	0
PSA Hearing.....	0
<b>Total.....</b>	<b>2</b>

**Outstanding 2021 Complaints..... 0**

**COMMENTS**

N/A

**RECOMMENDATIONS**

For Information Only

**Respectfully submitted,**



Daniel M. (Dan) Taddeo  
A/Chief of Police

Prepared by: Inspector Gordon Snyder – Corporate Services

Thunder Bay Police Services Board

**Memorandum**

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**TO:** Members of Thunder Bay Police Services Board

**FROM:** John S. Hannam, Secretary

**DATE:** October 3, 2022

**SUBJECT:** 2022 Third Quarter Variance Report

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As noted in the 2<sup>nd</sup> Quarter Variance memorandum, presented at the September 20<sup>th</sup> meeting of the Board, the 3<sup>rd</sup> Quarter Variance has been submitted to the City of Thunder Bay Finance office with a year end estimated, unfavourable variance of \$250,000.

The unfavourable variance is, as previously reported, largely a result of higher than anticipated legal fees. Also contributing is slightly higher than anticipated costs incurred in support of the work of the Board's Expert Panel.

/jsh

### Summary of OIPRD Recommendations

Updated Chart – October 11, 2022 TBPSB Regular Session Meeting

This section provides a summary of the recommendations proposed to address the needs and issues identified through the OIPRD report.

**Note: A recommendation marked as complete is not intended to mean that the Service will take not further action. It is intended to mean that the recommendation has been fully implemented and will be reviewed and changed as required. The TBPS is committed to the recommendation.**

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<b>RECOMMENDATIONS REGARDING TBPS SUDDEN DEATH AND OTHER INVESTIGATIONS</b>				
R.1. Nine of the TBPS sudden death investigations that the OIPRD reviewed are so problematic I recommend these cases be reinvestigated.	<b>ONGOING</b> Goal: March 2021 Revised Goal: September 2021 Spring 2022	Funding will be taken from the TBPS budget as needed. Will not become a permanent line item. Overall costs covered by other agencies. TBPS covering Chair of Executive Committee and Lead Investigator for re-investigation team 2020 – 2021 – To be determined	Primary: TBPS and Coroner's Office	For Recommendations 1 to 5:  There are nine cases that were identified by the OIPRD as being recommended for re-investigation. A re-investigative team was established consisting of three tiers: Executive Governance as oversight, Investigative Resource and Blended Investigative team made up of members of various police services.  All cases listed above have been reinvestigated and the files are being completed for review of the Executive Governance committee. Additionally, the tenth case listed in the OIPRD report is now being reinvestigated. No members of the TBPS will participate in the reinvestigation.  All cases should be completed by March 2021 with exception of tenth which is anticipated to take longer given the later start date.  The final report will be issued by end of 2021  While the expectation was to have the report completed by the end of 2021 it now appears that the aim is for the Spring of 2022. The meetings with the families are nearing completion with the last of the family update meetings occurring May 9-11, 2022.  The final report of the 9 re-investigations was released on March 3, 2022.

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
R.2. A multi-discipline investigation team should be established to undertake, at a minimum, the re-investigation of the deaths of the nine (9) Indigenous people identified.	<b>ONGOING</b> See R.1	See R.1	See R.1	See R.1
R.3. The multi-discipline investigation team should establish a protocol for determining whether other TBPS sudden death investigations should be re-investigated.	<b>ONGOING</b> See R.1	See R.1	See R.1	See R.1
R.4. The multi-discipline investigation team should also assess whether the death of Stacy DeBungee should be re-investigated, 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.	<b>ONGOING</b> Goal: January 2022	See R.1	See R.1	<p>This is the tenth case referenced above. The multi-discipline investigation team and various committees have determined that the sudden death of Stacy DeBungee will be re-investigated starting in January 2021.</p> <p>Discussions have occurred to determine how this is undertaken without prejudicing the ongoing Police Services Act proceedings.</p> <p>As per direction from the Ministry of Attorney General this has been given to the OPP team to be re-investigated</p>
R.5. TBPS should initiate an external peer-review process for at least three years following the release of this report.	<b>ONGOING</b> January 2022	To Be Determined	TBPS and various stakeholders	<p>Once the above referenced re-investigations are complete, the documents and practices established and identified from the multi-disciplinary team will be utilized on a go forward basis to determine a comprehensive and efficient peer-review process. It is yet to be determined who the external actors will be, if any.</p>
<b>RECOMMENDATIONS REGARDING TBPS INVESTIGATORS AND THE CRIMINAL INVESTIGATIONS BRANCH</b>				
R.6. TBPS should immediately ensure sufficient staffing in its General Investigations Unit in	<b>COMPLETE</b>	Budget additions	TBPS - CIB	An additional 5 officers were added to the Criminal Investigations Branch in 2019. Positions were filled in the 2019 and 2020 years.



RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>the Criminal Investigations Branch. Adequate resources must be made available to enable this recommendation to be implemented on an urgent basis.</p>	<p>*However will be ongoing and reassessed based on needs as they evolve</p>	<p>2019 - \$350,000 2020 – above now permanent 2021 – Above now permanent</p>		
<p>R.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.</p>	<p><b>COMPLETE</b></p>	<p>Budget additions 2019 - \$208,920 2020 – above now permanent 2021 – above now permanent</p>	<p>TBPS - CIB</p>	<p>There has been a creation of four Major Crime Units within the Criminal Investigations Branch. There are now twenty officers trained and dedicated to major crime investigations; there are four (4) detectives and sixteen (16) detective constables assigned to Major Case Management. These officers make up four units of 1 detective and 4 detective constables working a 12 hour shift schedule rotation ensuring maximum coverage.</p>
<p>R.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.</p>	<p><b>COMPLETE</b></p>	<p>Budget additions 2019 - \$49,500 for training 2020 – above now permanent 2021 – above now permanent</p>	<p>TBPS – All Branch Commanders</p>	<p>The TBPS does have a secondment program to allow for officers in other branches 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. 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.</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>R.9. TBPS should develop a formalized plan or protocol for training and mentoring officers assigned to Criminal Investigations Branch and the Major Crimes Unit.</p>	<p><b>COMPLETE</b></p>	<p>N/A</p>	<p>TBPS – CIB &amp; Quality Assurance Staff Sgt.</p>	<p>The Criminal Investigations Branch and the Major Crime Unit adhere to all provincially mandated policies and procedures on investigating criminal matters.</p> <p>Training manuals specific to Major Crimes have been created (Detective Constable manual and Detective manual)</p>
<p>R.10. TBPS should develop a strategic human resources succession plan to ensure the General Investigations Unit, Criminal Investigations Branch, and the Major Crimes Unit is never without officers who are experienced in investigations.</p>	<p><b>ONGOING</b></p>	<p>Not yet known</p>	<p>TBPS – HR Manager &amp; CIB</p>	<p>See above recommendations that assist in realizing the succession plan (specifically the mentorship program)</p>
<p>R.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.</p>	<p><b>COMPLETE</b></p>	<p>N/A</p>	<p>TBPS - CIB</p>	<p>This is being/has been addressed. Please also note that the Ministry of Community Safety and Correctional Services has just released their Major Case Management Inspection Report that deals directly with these matters. However, prior to the release of either Report, the Inspector of Criminal Investigations Branch implemented new procedures to ensure lead investigators and case managers were adequately apprised of their investigations.</p> <p>Most recently, the CIB reporting structure has been streamlined within the Branch. CIB now has a dedicated transcriptionist who will complete the report for an officer to review and the Supervisor to approve.</p> <p>As of May 2022, The Inspector of CIB and the Regional Coroner will speak weekly to ensure continuous communication.</p> <p>In a letter dated September 15, 2022 from Detective Inspector Shelley Tarnowski, Director of Ontario Major Case Management, it was stated that TBPS has recognized successes in part because of the creation and adherence to standardized practices, enhanced MCM training, and increased resources added to the General Investigations</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
				<p>and Major Crime portfolios. The newly created training manuals, oversight review and mentorship positions have also had a positive impact on major crime calls. All of these enhancements support better practices with MCM. It is also stated that "it appears all areas identified in the 2018 MCM Inspection report have been addressed. Overall, your annual report submissions and major case entries indicate good compliance with PowerCase. There are no concerns with respect to the effective use of MCM in your major case investigations. Your service has implemented good practices to resolve the deficiencies and are progressing very well in respect to MCM."</p> <p>Suggestions on ongoing review of TBPS policies and procedures to ensure effectiveness on a go forward basis and establishing a consistent process to ensure there is no oversight in notifications to the Serial Predator Crime Investigations Coordinator were made. These suggestions will be taken seriously and implemented as required.</p>
<p>R.12. TBPS should develop procedures to ensure forensic identification officers are provided with the information necessary to do their work effectively.</p>	<p><b>COMPLETE</b> See R.11</p>	<p>See R.11</p>	<p>See R.11</p>	
<p>R.13. TBPS should immediately improve how it employs, structures, and integrates its investigation file management system, Major Case Management System, and its Niche database.</p>	<p><b>ONGOING</b></p>	<p>Budget Additions 2019 - \$200,000 (OPTIC) 2020 – N/A 2021 – N/A</p>	<p>TBPS – All Branches &amp; IT</p>	<p>Please note that the Ministry of Community Safety and Correctional Services has just released their Major Case Management Inspection Report that deals directly with these matters.</p> <p>TBPS Major Crime will be loading cases with the MCM framework using the Powercase application. This will meet the Provincial standard.</p> <p>The move to OPTIC continues in 2021. The tentative date to be live within OPTIC is the end of March 2021.</p> <p>January 2022 to be operational.</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>R.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.</p>	<p><b>COMPLETE</b></p>	<p>N/A</p>	<p>TBPS – All Branches &amp; IT External stakeholders</p>	<p>May 2022 to be operational. Currently scheduled to be operational week of July 18, 2022. Such protocols, both formal and informal, already exist. In addition, the move to OPTIC will allow enhanced information sharing between agencies.</p>
<p><b>RECOMMENDATIONS REGARDING OTHER TBPS OPERATIONAL AREAS</b></p>				
<p>R.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.</p>	<p><b>COMPLETE</b></p>	<p>Budget Additions Cost of Consultant</p>	<p>TBPS – Community Services Branch External Stakeholders engaged in Organizational Change Project</p>	<p>For more than a year, the Service has been undergoing an Organizational Change Project, in which a consultant was hired and a committee of internal and external members were tasked with diversifying the Service and making it more inclusive. Part of this project was to look at the role of the Aboriginal Liaison Unit, which is now called the Community Inclusion Team.  TBPS hired a civilian Community Inclusion Team (CIT) Coordinator to work with the Indigenous Liaison Officers. The CIT will develop 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.</p>
<p>R.16. TBPS should increase the number of officers in the Aboriginal Liaison Unit by at least three additional officers.</p>	<p><b>COMPLETE</b></p>	<p>Budget Addition</p>	<p>See R.15</p>	<p>S R.15</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
		2019 – \$95,000 2020 – Above increase permanent 2021 – Above increase permanent		
R.17. With Indigenous engagement and advice, TBPS should take measures to acknowledge Indigenous culture inside Headquarters or immediately outside it.	<b>COMPLETE</b>	N/A		<p><i>In the main second floor lobby, we currently have on display the Robinson Superior Treaty and a Roy Thomas piece entitled "Relatives".</i></p> <p><i>We will shortly be showcasing art received as a result of an art competition put on by the TBPS for Fort William First Nation artists called "a call for artists".</i></p> <p><i>The TBPS fully supports and assists in the Tree of Hope project initiated by one of its constables, Sharlene Bourdeau and in partnership with Ontario Native Women's Association (ONWA).</i></p> <p><i>Update: The CIT Unit has updated the second floor display case acknowledging many different indigenous dates and themes. E.g. MMIWG, Every Child Matters, 2SLGBTQ, National Indigenous Day.</i></p> <p><i>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.</i></p> <p><i>Cedar Trees were planted on the south side flower gardens.</i></p>
R.18. Thunder Bay Police Service should make wearing name tags on the front of their	<b>COMPLETE</b>	Budget Additions 2019 – \$2,000	TBPS – all levels	<p><i>All name tags have been issued and are mandatory and considered a permanent part of an officer's uniform.</i></p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
uniforms mandatory for all officers in the Service.		2020 – \$20,000		
R. 19. TBPS should implement the use of in-car cameras and body-worn cameras.	<b>COMPLETE</b>	2021 – N/A Additional funding added to 2019 capital budget for 5 year project 1 <sup>st</sup> year implementation \$361,900 with \$72,000 infrastructure costs	TBPS – all levels	<p>TBPS will be announcing the roll out of in-car cameras and body-worn cameras by the end of the first quarter of 2021.</p> <p>All body worn cameras have been deployed and are utilized by all front line officers in Uniform Patrol and Traffic.</p> <p>The in-car cameras installed in Primary Response front-line vehicles all became operational on July 5th, 2021. The camera system consists of a forward facing in-car camera and a rear prisoner compartment camera. There is also full audio recording within the police vehicle. We also have automatic triggers which start the in-car camera recordings when certain parameters are met. One of these parameters is the activation of the emergency lights. Another parameter is the opening of the rear prisoner compartment doors when the police vehicle is running. Once the cameras are activated, 30 seconds of pre-activation video is captured and the audio is captured beginning at the time of the activation. All these recordings are secured and automatically uploaded to a digital evidence management system. The video cannot be deleted or altered once it has been made. We currently have 30 in-car cameras installed.</p> <p>The Service has also launched a new video series called “Our Call” that showcases the calls for service our officers attend. This was spearheaded by Chris Adams and Scott Paradis. A video is shared monthly with the Thunder Bay Police Services Board at their open session meetings.</p>
R. 20. TBPS should, through policy, impose and reinforce a positive duty on all officers to	<b>COMPLETE</b>	N/A	TBPS	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

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
disclose potential evidence of police misconduct.				<p>behavior that could be deemed as misconduct when learned about or observed.”</p> <p>Additionally, TBPS has introduced a new Code of Conduct addressing this recommendation directly.</p>
<b>RECOMMENDATIONS REGARDING MISSING PERSONS CASES</b>				
R.21. I urge the Ontario government to bring into force Schedule 7, the Missing Persons Act, 2018, as soon as possible.	<b>COMPLETE</b>	N/A	Ontario Gov't	<p>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.</p> <p>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.</p>
R.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.	<b>ONGOING (Annual)</b>	N/A	TBPS & TBPSB  *Note: Input needed from TBPSB*	<p>The Missing Person Policy has also undergone another internal review in June of 2020 and changes have been made.</p> <p>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.</p>
R.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.	<b>ONGOING</b>  Goal: June 2021 for initial report  Long Term: Multi-year	Not yet known but could be significant	TBPS & TBPSB	<p>The Honourable Gloria Epstein's report was released on April 9, 2021. The TBPS is in the initial phases of reviewing the report. A longer presentation and implementation strategy will be presented to the Board in June 2021.</p> <p>The Service provided update reports as to how it is implementing the recommendations as outlined in Epstein's report. Reports went to the board in September and October of 2021. The next report will come in the first half of 2022.</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<b>RECOMMENDATIONS REGARDING THE RELATIONSHIP BETWEEN THE POLICE AND THE CORONER'S OFFICE</b>				
R.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.	N/A	TBPS & Coroner's Office	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.
R.25.	The Office of the Chief Coroner should ensure police officers and coroners are trained on the framework to promote its effective implementation.	See R.24	See R.24	See R.24
R.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 of prosecutions.	See R.24	See R.24	See R.24
<b>RECOMMENDATIONS REGARDING THE RELATIONSHIP BETWEEN THE POLICE AND PATHOLOGIST</b>				
R.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.	N/A	Coroner's Officer	N/A



RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
R.28. TBPS should reflect, in its procedures and training, fundamental principles to define the relationship between investigators and pathologists.	<b>COMPLETE</b>	N/A	TBPS	The Service's Sudden Death Policy has been fully reviewed and revised to incorporate the above. The policy will be continuously reviewed as required.
R.29. The Ontario Forensic Pathology Service should establish a Forensic Pathology Unit in Thunder Bay, ideally housed alongside the Regional Coroner's Office.	<b>N/A</b>	N/A	TBPS & Coroner's Office & Key stakeholders	<p>Chief Hauth sent a letter on October 22<sup>nd</sup>, 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.</p> <p>The Chief is in the process of authoring another letter advocating for additional resources. A copy will be shared with the Board prior to release.</p> <p>Chief Hauth sent a letter on November 24, 2021 to the Office of the Chief Coroner and copying the Thunder Bay Police Services Board. Within that correspondence Chief Hauth notes that alongside the Regional Coroner's Office, the establishment of a forensic pathology unit forms part of the OIPRD recommendations under Recommendation 29.</p>
R.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.	<b>COMPLETE</b>	Budget Additions 2021 – To be determined (cost recovery model by Toronto Police Service)	TBPS & Coroner's Office	<p>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.</p> <p>The MOU received final signature of March 2, 2021.</p>
R.31. The Ontario Forensic Pathology Service should provide autopsy services	<b>N/A</b>	N/A	Coroner's Office	

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
compatible with cultural norms in Indigenous communities.				
<b>Recommendations Regarding Racism in TBPS Policing – General</b>				
<p>R.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.</p>	<b>ONGOING</b>	Budget Additions	TBPS & External Stakeholders	<p>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.</p> <p>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.</p> <p>The CIT Coordinator will participate in many aspects of this recommendation through the Organizational Change Project – training, recruitment and communication internally and externally. Culturally significant training plans will be presented to the Chief for acceptance early in 2021.</p> <p>The Chief authorized the establishment of an internal Equity, Diversity and Inclusion Committee. The Committee will discuss new initiatives such as the CIT Strategic Plan, various policy, recruitment initiatives and volunteer work. Recommendations from the work of the committee can be forwarded to the Chief to consider.</p> <p>Training will start based on the approved curriculum in December of 2021.</p> <p>First training session to be held December 13-16, 2021 with additional sessions scheduled for January 2022.</p> <p>Truth and Reconciliation Training (four days – ten hour sessions per day) is underway for all TBPS members.</p>
R.33. TBPS leadership should publicly and formally acknowledge that racism exists at all levels within the Police Service and it will not	<b>COMPLETE</b>	N/A	TBPS – Chief of Police	<p>On the day the Systemic Review Report was released, the existence of systemic racism was acknowledged. It was also reiterated by the TBPS leadership that racist views and actions are not, and will never be, tolerated by the Service. The Chief also acknowledged the existence</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>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.</p>				<p>of systemic racism within the Service and the Board during the Board's Acknowledgement and Reconciliation Circle on January 13, 2019.</p>
<p>R.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.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	
<p>R.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 the TBPS and other issues.</p>	<p><b>ONGOING</b></p>	<p>Not yet known. Currently the group is made up of volunteers.</p>	<p>TBPS &amp; External Stakeholders</p>	<p>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.</p> <p>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. As an individual was just hired in this position, an update will follow.</p> <p>The development of the Equity, Diversity and Inclusion (EDI) Committee. An internal committee of the TBPS. First meeting held September of 2021. The EDI Committee's general purpose is to consider, discuss, research and propose new innovations on who we are,</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p><b>RECOMMENDATIONS REGARDING RACISM IN TBPS POLICING – TRAINING</b></p>				
<p>R.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:</p> <ul style="list-style-type: none"> <li>a) Is ongoing throughout the career of a TBPS officer or employee;</li> <li>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;</li> <li>c) Is informed by content determined at the local level, and informed by all best practices;</li> </ul>	<p><b>COMPLETE</b></p>	<p>Budget Additions 2021 – \$55,000 (actual training cost)</p>	<p>TBPS &amp; External Stakeholders</p>	<p>Further, Dr. Leisa Desmoulin 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</p> <p>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 local police services. Also, the group has consulted with trainers from the justice sector to find a trainer for the initial phase of the training. Currently they are customizing the training and selecting a trainer(s) with the capacity to train all members of TBPS. CWG members will present a report with recommendations for Phase I training to Chief Hauth by the end of the March 2021.</p> <p>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 is 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.</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>d) Is interactive and allows for respectful dialogue involving all participants;</p> <p>e) Reflects the diversity within Indigenous communities, rather than focusing on one culture to the exclusion of others;</p> <p>f) Explains how the diversity of Indigenous People are 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.</p>				
<p>R.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</p>	<p><b>COMPLETE</b></p>	<p>See R.36</p>	<p>TBPS &amp; External Stakeholders</p>	<p><i>In addition - currently have in place Grade 8 visit project in conjunction with NAPS where officers visit First Nations communities.</i></p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
with First Nations police services and visit remote First Nations to provide outreach.				
R.38 TBPS leadership should provide greater support for volunteerism by attending relevant sporting or community events.	<b>COMPLETE</b>	N/A	TBPS	<i>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.</i>
R.39 TBPS should develop and enhance additional cultural awareness training programs relating to the diverse community it serves.	<b>ONGOING</b>	Not yet known	TBPS	See R.36  <i>CIT established FACT Fridays communicating information to all members of the TBPS on Culture, 2SLGBTQ and relevant topics to inform, allow for better understanding and dispelling common myths.</i>
<b>RECOMMENDATIONS ON RACISM IN TBPS POLICING – RECRUITMENT AND JOB PROMOTION</b>				
R. 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.	<b>COMPLETE</b>	Budget additions 2020 – 2021 -		<i>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.</i>
R. 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.	<b>COMPLETE</b>	Budget Additions 2020 – 2021 –  (recruitment initiative costs)	TBPS	<i>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.  A full report was provided to the TBPSB in January 2020</i>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
R. 42	COMPLETE	N/A	TBPS	<p>Also, the Service is in the process of reviewing its HR department and looking at ways to expand.</p> <p>TBPS Promotional Policy newly implemented in 2020 Collective Agreement and internal procedures changed with emphasis placed on different criteria for promotions.</p>
<b>RECOMMENDATIONS FOR IMPLEMENTATION OF RECOMMENDATIONS</b>				
R.43	COMPLETE	N/A	TBPS	<p>TBPS reports yearly to the OIPRD and more frequently to the TBPSB on recommendation progress.</p>
R.44	ONGOING	N/A	TBPS	<p>While most of this information is available in the Service's annual report, the Service is currently looking into ways to deliver as much of the above information in the coming annual reports.</p>





Thunder Bay Police Services Board

# ***Memorandum***

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**TO:** Members of Thunder Bay Police Services Board

**FROM:** John S. Hannam, Secretary to the Board

**DATE:** October 4, 2022

**SUBJECT:** Monthly Summary of Invoices

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Since the September 20, 2022 Regular Session of the Board, the following invoices have been processed for payment:

- Delta Hotel – room and banquet charges, dated July 19, 2022, for \$415.03.
- Invoice #TBPB22-006.251 from Principles *Integrity*, dated October 4, 2022 for \$282.50, for Integrity Commissioner Services for September, 2022.
- Invoice #26 from Mr. J. Hannam, dated October 3, 2022, for \$6,709.38, relative to professional services rendered.
- Invoice #26 from Ms. L. Douglas, dated September 30, 2022, for \$3,721.20, relative to professional services rendered.

/jsh