

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

Date: TUESDAY, JANUARY 17, 2023

**Location: VALHALLA HOTEL – The Viking Room
1 Valhalla Inn Road, Thunder Bay, ON**

Time: 9:00 A.M.



THE THUNDER BAY
POLICE SERVICES BOARD

THE FIRST MEETING OF THE
FIFTY-FOURTH THUNDER BAY POLICE SERVICES BOARD

TUESDAY, JANUARY 17, 2023

VALHALLA HOTEL & CONFERENCE CENTRE – VIKING ROOM
1 Valhalla Inn Road, Thunder Bay, ON

9:00 A.M.

REGULAR SESSION

1. DISCLOSURES OF INTEREST

2. CONFIRMATION OF AGENDA

RES 1

With respect to the First Session (Regular) of the Fifty-Fourth Thunder Bay Police Services Board held on January 17, 2023, we recommend that the agenda as printed, including any additional information and new business, be confirmed.

3. CONFIRMATION OF MINUTES

The Minutes of the Thirty-First Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on November 15, 2022 to be confirmed. **(Pages 7 - 13)**

RES 2

THAT the Minutes of the Thirty-First Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on November 15, 2022, be confirmed.

4. PRESENTATION

Our Call Video Series

Mr. C. Adams, Director – Communications & Technology, to present the 9th episode of the Police Service's "Our Call" video series.

5. UNFINISHED BUSINESS

Strategic Plan Update

THUNDER BAY POLICE SERVICES BOARD (TBPSB)

REGULAR SESSION

January 17, 2023

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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.

Discussion was 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.

At the September 20, 2022, a 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.

The following motion was carried by Administrator 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.

Report No. 04/23 (Police) relative to a response to discussions and a motion carried at the above noted September 20, 2022 Regular Session of the Board, for the Board's information. **(Pages 14 - 23)**

Acting Chief of Police D. Taddeo to provide an overview relative to Report No. 04/23.

6. REPORTS OF COMMITTEES

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

Report No. 01/23 (Police) relative to the semi-annual report from the Joint Health and Safety Committee (July – December, 2022), for the Board's information. **(Page 24)**

Mr. C. Adams, Management Co-Chair – TBPS Joint Health and Safety Committee, to provide an overview of the activities of the TBPS Joint Health and Safety Committee for the period July 1, 2022 to December 31, 2022.

b) Thunder Bay Police Services Board - Governance Committee

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

c) Establishment of a Labour Relations Committee

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary to the Board, dated January 9, 2023, relative to the establishment of a Labour Relations Board, for the Board's information. **(Pages 25 - 26)**

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, 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 governance of labour relations, including collective bargaining, consideration of grievances and Service member and health well-being, we recommend that the Thunder Bay Police Services Board establish a Labour Relations Committee, in accordance with its procedural rules;

AND THAT the committee's composition include:

- 2 members of the Board
- 2 community members appointed by the Board

- The Chief of Police, or designate, as a non-voting member.

AND THAT the committee be supported by the Board's Administration, along with advice of legal counsel and Human Resources specialists as might be required."

7. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Quarterly Complaints

Report No. 02/23 (Police) relative to the summary of complaints for Q4 of 2022 (October, November and December, 2022), for the Board's information. **(Pages 27 - 29)**

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

b) OIPRD Systemic Review Recommendations - Annual Update

Report No. 03/23 (Police) relative to the 4th Annual Update on the status/progress of the OIPRD Systemic Review Recommendations, for the Board's information. **(Pages 30 - 47)**

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

c) OIPRD Report Recommendations

Summary of the status/progress of the OIPRD Recommendations since last presented on November 15, 2022, for the Board's information. **(Pages 48 - 66)**

Ms. H. Walbourne, Legal Counsel – Thunder Bay Police Service, to provide an overview relative to the above noted report.

8. GENERAL MATTERS

a) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated January 9, 2023, relative to the Monthly Summary of Invoices processed for payment since the November 15, 2022 Regular Session of the Board, for the Board's information. **(Page 67)**

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

9. PETITIONS AND COMMUNICATIONS

THUNDER BAY POLICE SERVICES BOARD (TBPSB)

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a) Request for Support

Funding initiative proposal from Thunder Bay and Area Victim Services to the Thunder Bay Police Services Board, dated January 5, 2023, relative to a funding request of \$10,000, for the Board's information. **(Pages 68 - 72)**

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

RES 4

With respect to the Thunder Bay Police Services Board's Special Account, we recommend that the Board approve the funding initiative proposal submitted by the Thunder Bay and Area Victim Services dated January 5, 2023, in the amount of \$10,000;

AND THAT the funds be taken from the Board's Special Account.

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.

10. NEW BUSINESS

11. 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:

1. A By-law to confirm the proceedings of a Regular Session of The Thunder Bay Police Services Board, this 17th day of January, 2023.

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: PC1– 2023

12. ADJOURNMENT

**MEETING: THE THIRTY-FIRST SESSION OF THE FIFTY-THIRD THUNDER BAY
POLICE SERVICES BOARD**

DATE: NOVEMBER 15, 2022

TIME: 9:04 A.M.

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

ADMINISTRATOR: MR. M. MERCER

PRESENT:

Mayor K. Boshcoff
Mr. M. Mercer

REGRETS:

Councillor S. Ch'ng

ABSENT:

Ms. G. Morriseau

OFFICIALS:

Mr. D. Taddeo, Acting Chief of Police
Ms. D. Paris, Director – Financial Services &
Facilities, 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

ATTENDING BY ZOOM:

Mr. T. Gervais, Police Services Advisor – Ministry
of the Solicitor General

1. DISCLOSURES OF INTEREST

There were no disclosures of interest declared at this time.

Mayor K. Boshcoff was welcomed to the meeting.

2. CONFIRMATION OF AGENDA

The swearing in of newly-elected Mayor K. Boshcoff was added to the agenda. An overview of the Verdict of Jury for the Mamakwa/McKay Inquest was added under New Business.

MOVED BY: Mr. M. Mercer

With respect to the Thirty-First Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on November 15, 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-Ninth Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on October 11, 2022 to be confirmed.

MOVED BY: Mr. M. Mercer

THAT the Minutes of the Twenty-Ninth Session (Regular) of the Fifty-Third Thunder Bay Police Services Board held on October 11, 2022, be confirmed.

CARRIED by the Administrator

4. AFFIRMATION OF OFFICE

The Affirmation of Office was read aloud by Administrator M. Mercer, and Mayor K. Boshcoff affirmed the terms of his appointment to the Thunder Bay Police Services Board. Paperwork to be completed following the meeting.

5. REPORTS OF COMMITTEES

Thunder Bay Police Services Board - Governance Committee

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided a verbal update on the status of the Board's Governance Committee. The Committee has had its first meeting with respect to the recruitment of a new Chief of Police, and will continue its work on the recruitment process.

6. REPORTS OF THE THUNDER BAY POLICE SERVICE

a) Thunder Bay Police Service – Third Quarter Variance Report

Report No. 34/22 (Police) relative to an update on the status of the Operational Budget of the Thunder Bay Police Service as of September 30, 2022, was provided for the Board's information.

Acting Chief of Police D. Taddeo provided an overview of Report No. 34/22 and responded to questions. He outlined reasons for the unfavourable variance, including the significant rise in homicides and enforcement due to drug and gang activities – which require a great deal of time and resources.

b) Thunder Bay Police Service – 2023 Proposed Budgets

Report No. 35/22 (Police), relative to the proposed 2023 Operating and Capital Budgets for the

Thunder Bay Police Service, was provided for the Board's information.

Acting Chief of Police D. Taddeo provide a comprehensive overview of the 2023 proposed budget for the Thunder Bay Police Service, using a PowerPoint presentation as part of his overview.

The report included:

- Core Policing Functions;
- Calls for Services over the past 5 years;
- Crime Severity Index and Violent Crime Severity Index – noting that Thunder Bay is currently the most violent city in Canada;
- Weighted Clearance Rates – which lead to apprehension and charges, or at minimum, the identification of the offender;
- Perspective – Thunder Bay has 4 times the number of opioid-related deaths per 100,000 Population in Ontario;
- Overview of Community Well-being;
- The Continued Threat from outside our district;
- Drug Enforcement to date;
- Discussion about the Service's Strategic Plan and the importance of a healthy and support workforce;
- The real population served by the Thunder Bay Police Service – estimated at ~150,000;
- Staffing Trend and Operational Impacts;
- Costs per Capita and based on the Population Served;
- Additional Considerations impacting the Budget – such as an aging police headquarters (which no longer meets their needs) and fleet;
- Overview of the proposed budget and proposed increase of 7.2% or \$3,510,200;
- Overview of the proposed Capital Budget of \$2,188,700.

Problems with major crime investigations were discussed, including the financial and staffing impacts for travelling to Toronto for forensic pathology services.

A comprehensive overview of the additional staffing positions being requested in this budget was provided by Acting Chief Taddeo.

Acting Chief Taddeo thanked members of the Police Service, and particularly the Senior Command Teams, for providing input into this presentation.

At 10:41 a.m., it was the consensus of the Board to resolve into Closed Session relative to Section (4) (b) of the *Police Services Act, RSO, 1990* (matters of intimate financial or personal matters).

At 11:00 a.m., the meeting reverted back into Open Session.

THUNDER BAY POLICE SERVICES BOARD (TBPSB)

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Mr. S. Harrison, Vice Present of the Thunder Bay Police Association, was invited to address the Board and provided some comments on the proposed Police Service Budget for 2023. The Police Association (whose members are directly affected by this budget) supports the budget as presented at this meeting, and noted that the Police Association membership will be positively impacted if this budget is approved.

Administrator Mercer thanked Mr. Harrison for his comments.

MOVED BY: Mr. M. Mercer

With respect to the proposed 2023 Operating and Capital Budgets of the Thunder Bay Police Service, we recommend that the Board approves the budgets as presented at the November 15, 2022 Regular Session of the Board.

CARRIED by the Administrator

c) Thunder Bay Police Services Board – 2023 Proposed Budget

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary to the Board, dated November 7, 2022, relative to the Board's proposed budget for 2023, was provided for the Board's information.

Mr. J. Hannam, Secretary to the Thunder Bay Police Services Board, provided an overview and noted that a substantial increase over the 2022 budget is being proposed – largely due to ongoing legal costs, more community engagement, and a proposed increase in honoraria (as recommended by the Expert Panel).

Administrator M. Mercer noted the serious challenges ahead and the need for Board members to be paid commensurately. He also commented that the Board will need more resources based on the work that needs to be completed.

Mayor K. Boshcoff noted that, based on his past experience with boards, it's always good practice to deal with at least one piece of governance at each meeting. This keeps governance issues top of mind for Board members. Accordingly, he would like governance issues to be standing agenda items going forward. Administrator Mercer agreed.

MOVED BY: Mr. M. Mercer

With respect to the Proposed 2023 Operation Budget of the Thunder Bay Police Services Board, we recommend that the Board approve the budget as submitted on November 15, 2022.

CARRIED by the Administrator

d) OIPRD Report Recommendations

Summary of the status/progress of the OIPRD Recommendations since last presented on October 11, 2022, was provided for the Board's information.

Acting Chief of Police D. Taddeo noted that the Police Service's 2021 Annual Report now includes a chart relative to Sudden Death. This chart will be included in all Annual Reports of the Police Service going forward.

7. GENERAL MATTERS

a) Accounts Update – Payment of Invoices

Memorandum from John S. Hannam, Secretary to Members of the Thunder Bay Police Services Board, dated November 7, 2022, relative to the Monthly Summary of Invoices processed for payment since the October 11, 2022 Regular Session of the Board, was provided for the Board's information.

8. PETITIONS AND COMMUNICATIONS

a) Parade of Lights - Request for Donation

Correspondence received from Greg Stephenson, Chair – Parade of Lights, dated October 26, 2022, relative to a request for a donation towards the 2022 Parade of Lights, was provided for the Board's information.

Memorandum to Members of the Thunder Bay Police Services Board from John S. Hannam, Secretary to the Board, dated November 7, 2022, relative to a Funding Request from the Parade of Lights, was also 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.

MOVED BY: Mayor K. Boshcoff

With respect to the request for a donation from the Chair of the 2022 Parade of Lights presented at the November 15, 2022 Regular Session of the Thunder Bay Police Services Board, we recommend that a donation in the amount of \$1,000 be provided to the Parade of Lights Committee;

AND THAT funding be provided on an annual basis, provided sufficient funds are available;

AND THAT the funds be taken from the Board's Special Account.

CARRIED by the Administrator

b) Inquest into the Deaths of Seven First Nations Youths

Copies of the Implementation Status Report of the Thunder Bay Police Service, dated September 21, 2022, relative to the above noted Inquest into the Deaths of Seven First Nations Youth, was provided for information purposes only.

c) 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.

At 11:12 a.m., Mr. D. Jarvis, Filion Wakely Thorup Angeletti LLP, joined the meeting.

9. NEW BUSINESS

Verdict of Jury – Mamakwa/McKay Inquest

Mr. D. Jarvis, Filion Wakely Thorup Angeletti LLP, provided a high level overview of the subject verdict.

He provide some background information on the Inquest, and noted that, due to the pandemic and other matters, the Inquest was delayed for several years. He also noted the that Coroner's office made a decision to combine the Mamakwa and McKay Inquests into one inquest due to similarity in both cases.

The inquest ran over the course of a month, starting on Tuesday, October 11th and finishing on Friday November 4th. He noted that several family members attended in person.

An overview of the six (6) recommendations made to the Board, including overarching themes in the verdict, was provided.

Administrator Mercer noted that part of the work of the Governance Committee will be to develop a strategy to complete the work that needs to be done from the numerous recommendations directed to the Police Services Board in the jury verdict, as well as various other reports.

10. CONFIRMING BY-LAW

THUNDER BAY POLICE SERVICES BOARD (TBPSB)

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MOVED BY: Mr. 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 15th day of November, 2022.

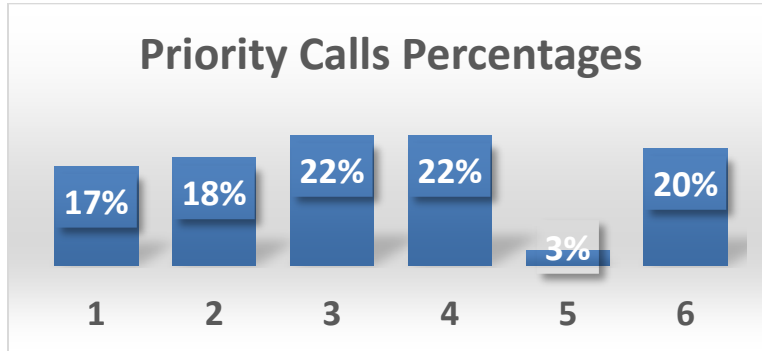
Explanation: Confirmation of the proceedings and each motion, resolution and other action passed or taken by the Thunder Bay Police Services Board at this meeting is required, adopted, ratified and confirmed as if all such proceedings had been expressly embodied in this By-law.

BY-LAW NUMBER: PC29– 2022

CARRIED by the Administrator

11. ADJOURNMENT

The meeting adjourned at 11:31 a.m.



2. How many days average between when a position is posted to when the successful candidate starts?

This is a Labour Relations matter. The Board can be provided a response in a closed session meeting.

3. What is the cost to new police candidates for their training? Cost either paid by them or by the operating budget.

The cost for a new Cadet to attend the Ontario Police College (OPC) is \$15,150. This cost is paid by the Cadet.

Costs to the Thunder Bay Police Service to outfit an officer is approximately \$7,000.00. This includes uniform, all equipment, ammunition, etc. This cost does not include any wages for work associated with outfitting the officer.

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,

It is up to the Board to prepare and adopt a strategic plan for the provision of policing which shall address the requested data defined as “quantitative and qualitative performance objectives”. Quantitative data related to community patrol and criminal investigation services are available through various publications including StatsCan and annual reports. Qualitative data is subjective and requires more input from the Board.

The provision of community-based crime prevention initiatives is summarized as follows:

- The Service sits on multiple collaborative committees and tables to work with community partners and agencies including:
 - City of Thunder Bay Community Safety and Well-being Advisory Committee
 - Project Prevent – Crime Prevention activity pillar committee.
 - Diversity Thunder Bay
 - Anti-Racism Advisory Committee to City Council

- Incident Reporting Working Group
 - Vulnerable Populations Planning Table
 - Northwest Community Mobilization Network
 - Thunder Bay Situation Table
 - Release from Custody Planning Table
 - Thunder Bay Drug Strategy Implementation Panel
 - Drug Awareness Committee
 - Opioid Task Force
 - Severe Weather Planning Table
 - Harm Reduction Working Group
- The Community Outreach Inspector and Staff Sergeant manage the Integrated Mobile Police Assessment Crisis Team (IMPACT) with Canadian Mental Health Association. IMPACT is a police officer and crisis worker that are partnered to respond to mental health related calls for service.
 - In 2022 the IMPACT team responded to **1,116 incidents**. IMPACT units are deployed 24 hours a day with another 12 hours of additional coverage from 12-12.
 - **606 individuals** were diverted from attending the Emergency Department and were supported in the community, including referrals to a variety of services needed.
 - CMHA or IMPACT staff conducted **296 follow-up** calls to support individuals after an incident.
- Community Outreach Branch coordinates referrals for the Social Services Quick Connect Programs.
 - Community Outreach prepared daily training bulletins on over 16 community agencies where individuals can be referred to seek assistance.
 - Currently, Lutheran Community Care accepts the police referrals to connect individuals to other partner organizations.
 - **In 2021, 13 individuals and in 2022, 67 individuals were referred** by officers to the Quick Connect Program. This occurred when officers met individuals in vulnerable situations and offered connections to the appropriate and immediately needed services.
 - Community meeting held with 2SLGBQQ+ communities to be accessible and to listen their needs.
- Six Community Oriented Response and Engagement (CORE) Officers conduct proactive activities in response to trends in homelessness, social issues, drug, and gang activities.
- CORE officers partner with a variety of social service agencies and partners to engage individuals at risk due to homelessness, addictions and mental health issues.
 - CORE officers collaborate with Elevate Northwest, PACE, GAPPS, Norwest Community Healthcare outreach workers to build positive relationships with people experiencing homelessness and poverty.
 - **Over 50 individuals were housed and over 100 were supported through the encampment partnership.**

- CORE works collaboratively with Thunder Bay District Social Services Administration Board (DSSAB) social workers and other individual property owners to disrupt drug and gang activities housing areas.
 - CORE assists DSSAB workers when a vulnerable individual's home has been taken over by drug dealers and gangs.
 - Increased CORE foot and bike patrols have led to over **5,000 individuals** being engaged.
 - CORE officers responded to **409 incidents**, conducting investigations leading seizures of drugs valued at **\$280,000, \$56,000 in cash and two firearms**. The unit **arrested 26 individuals** relating to the offences or activities above.
- School Resource officers (SRO) are available to work with schools, teachers, students and parents to facilitate positive relationships, address youth crisis, crime and behaviours in partnership for positive outcomes.
 - CIT, SRO and CORE officers engage youth, including Indigenous youth, through several engagement programs.
 - National Archery School Program (NASP)
 - Over **100 youth** participated in over 10 different venues, schools and local affiliated programs.
 - Partnerships being developed with Treaty Three Police Service, Anishinabek Police Service and Nishnawbe Aski Police Service.
 - Boxing for Badges
 - SRO officers reintroduced this program in the City with youth and engaged youth from Fort William First Nation through a partnership with Fort William First Nation.
 - Community Outreach maintains a strong relationship with Canadian Tire Jump Start programs to support the archery and boxing programs.

Many of the initiatives above have been made possible by the allocation of budget and resources to engage in these activities. Over the last 3 years, Proceeds of Crime grant funds have been instrumental to support the work being done by our members. The funds have been operationalized to allow activities for Project Prevent.

- The areas of work were to work collaboratively with Social Navigators to reach out to individuals vulnerable to being recruited by gangs.
- Police patrols of areas at high risk for gang, gun and drug activities to support vulnerable people.
- Development of Gang Prevention videos and engagement tools for youth, Indigenous and vulnerable groups. Supported through an engaging speaker from Toronto, Wali Shah (spoken word poet), who conducts writing workshops.

ii. community satisfaction with the policing provided,

We are in the process of contracting a senior student from Lakehead University to conduct a Citizen Satisfaction and Trust Survey. This will be based on the original survey, which was created in 2019 by survey coordinator, L.U. Professor Dr. Leisa Desmoulins. The original surveys were conducted in 2018 and 2019. The COVID-19 pandemic prevented the continuation of the survey from 2020 to 2022. The previous survey coordinator is no longer available, however it is imperative that the work continue with an academic framework.

We are targeting the first quarter of 2023 for the new survey coordinator to conduct the in person and online survey. A public release to the Police Services Board of the survey results is expected in March or April of 2023.

iii. emergency calls for service,

Provided in Question 1

iv. violent crime and clearance rates for violent crime,

Please refer to the 2021 Thunder Bay Police Service Annual Report

v. property crime and clearance rates for property crime,

Please refer to the 2021 Thunder Bay Police Service Annual Report

vi. youth crime and clearance rates for youth crime,

	2017	2018	2019	2020	2021
Total Youth Charged	137	143	153	132	177
Rate Per 100,000	1,969	2,073	2,237	1,928	2,601
Total Youth Not Charged	231	164	105	143	139
Rate Per 100,000	3,319	2,378	1,535	2,089	2,043

vii. police assistance to victims of crime and re-victimization rates,

The TBPS does not quantify this however we are compliant with the requirement to provide victim assistance as stipulated in the *Police Services Act* and related regulations along with other legislation such as the *Victim's Bill of Rights, 1995*.

The TBPS works closely with the Thunder Bay and Area Victims Services which provides:

- 24/7 in-person crisis intervention at the request of the police;
- Emergency accommodation and meals where there are no secure housing options available,
- Standardized needs assessment and vulnerability screening to identify vulnerable victims,
- Assisting eligible victims with emergency transportation to a safe location; crime-scene,
- Cleanup; funeral expenses; emergency home repairs that pose a safety risk; and emergency counseling,

- Enhanced support for vulnerable individuals, including the development of personalized service plans,
- Safety planning for all eligible victims of crime,
- Referrals to appropriate community supports and services.

The Thunder Bay Police Service also maintains the position of “Bail Safety Officer” who is responsible for making notifications to victims of crimes when offenders are released along with assisting victims of domestic violence with safety protocols and planning along with assisting the Crown Attorney with domestic violence investigations as it pertains to the victim.

viii. interactions with persons described in paragraphs 4 and 5 of this subsection,

As noted in the statistics for violent crime and property related offences.

ix. road safety,

The TBPS 2021-2022 Traffic Management Plan focused on the following five priorities:

1. Thunder Bay Police Service will actively seek out and enforce impaired driving violations.

This will include continuation of enhanced training for front line officers to detect impaired drivers, resulting in increased ability to enforce impaired driving laws.

Currently the TBPS has 16 Standardized Field Sobriety Testing (SFST) officers. 11 additional officers will be trained by the end of January 2023. Additionally, the TBPS has 8 Drug Recognition Experts (DRE) with one of these positions being vacant and upcoming training of additional officers. These qualifications allow officers to conduct roadside tests to check for alcohol and drug impairment. TBPS has a total of 33 breath technicians of which 22 are active. Breath technician training is pertinent to ensure successful prosecution of alcohol impaired drivers.

In 2021, TBPS charged 252 drivers with impaired driving related criminal offences. To date in 2022, we have charged 179.

2. Enforcement of aggressive and distracted driving.

This includes numerous areas of enforcement such as distracted driving, speeding, stunt driving, traffic light and stop sign enforcement. Traffic officers will continue to develop innovative enforcement and educational initiatives aimed at reducing aggressive and distracted driving to reduce collisions.

The TBPS continue enforcement of aggressive and distracted drivers. Media releases as well as social media posts and videos were distributed relating to pre and post enforcement projects as well as changing speed legislation. In 2021, 18 drivers were charged with stunt driving (speeding 40 or 50 km over the limit) and to date, 25 drivers in 2022, who are subject to 30 day licence suspension and 14 day vehicle impoundment. In 2021 the TBPS investigated 2,194 collisions. Between January and October 2022, 1,534 collisions have been investigated.

3. Thunder Bay Police Service will focus on removing suspended drivers and uninsured vehicles from the roadways.

Every year numerous people fail to remain at collisions occurring within the TBPS jurisdiction. Many of these collisions are found to involve a suspended or unlicensed driver who was at fault. Individuals are suspended for a reason and by removing these individuals from the roadways, and having their vehicles impounded in certain circumstances, the roadways become safer. The use of new technology greatly assists with this goal.

The TBPS utilizes licence plate reader technology as well as pro-active enforcement to identify and remove suspended and uninsured drivers from the roadway. Officers also utilize DNA analysis of evidence from fail to remain collisions to identify and successfully prosecute offenders.

4. Thunder Bay Police Service will conduct intelligence-led enforcement based on identified high collision locations and traffic complaint analysis to increase not only enforcement but an increased police presence in these high-risk areas in turn reducing collisions.

The Service conducts targeted enforcement of high collision areas and areas of public concern based on collision data and speed data collected to reduce collisions and respond to traffic complaints.

In 2022 (January to September), the worst day of the week for collisions was Tuesday. Throughout the year the worst times for collisions were between 2:00 pm and 5:00 pm.

The top intersections for collision in 2022 were:
Harbour Expressway and Memorial Avenue (12)*
Central Avenue and Memorial Avenue (12)
High Street South and Oliver Road (10)*
Golf Links Road and Oliver Road (10)
Balmoral Street and Oliver Road (9)

(* indicates high collision intersection in 2021 as well)

The top intersections for collisions involving alcohol or drugs in 2022 were:
May Street North and Southern Avenue (2)
Algoma Street and Bay Street (1)
10 others with one collision

In 2021, the worst day of the week for collisions was Wednesday. Throughout 2021 year the worst times for collisions was between 11:00 am and 5:00 pm.

Top intersections for collision in 2021 were:
Balmoral Street and Central Avenue (12)
Harbour Expressway and Memorial Avenue (11)
Golf Links Road and Oliver Road (11)
Arthur Street West and James Street South (10)
High Street South and Oliver Road (10)

The top intersections for collisions involving alcohol or drugs in 2021 were:
Harbour Expressway and Memorial Avenue (2)
Arthur Street East and Selkirk Street South (2)

At this time, we do not stat time spent in specific areas.

5. High priority will be given to the media and social media platforms. The Traffic Unit will work to ensure the educational component of road safety is publicized.

The Traffic Unit will also work with the media to ensure the public is aware of the enforcement and penalties for those individuals who do not obey traffic laws. This is aimed at deterring potential offenders from committing future offences.

TBPS Traffic unit worked closely with our media relations and developed working relationships with local media to deliver road safety and enforcement messaging to the district of Thunder Bay.

Examples for 2022 include but are not limited to the following.

Traffic Blitz - June 14, 2022

https://www.youtube.com/watch?v=MiTZ_5X5unc

Back to school initiative - September 6, 2022

<https://www.youtube.com/watch?v=T8S7ByhPXZE> <https://www.facebook.com/thunderbaypolice/videos/611490567017656/>

Back to School: eyes up, speed down - September 6, 2022

<https://www.facebook.com/thunderbaypolice/videos/back-to-school-eyes-up-speed-down/643663393652834/>

Numerous motorists fail Back-to-School traffic enforcement blitz - November 9, 2022

<https://www.tbnewswatch.com/local-news/numerous-motorists-fail-back-to-school-traffic-enforcement-blitz-5799485>

Automated Licence Plate recognition technology announcement - November 23, 2022

<https://www.facebook.com/518319814891942/videos/1364469840960964/?so=permalink>

Festive RIDE launch – November 29, 2022

<https://www.tbnewswatch.com/tbt-news-stories/video-police-launch-festive-ride-program-6174976>

Impaired driving charge laid after 134 km/h on Harbour Expressway – December 5, 2022

<https://www.tbnewswatch.com/local-news/impaired-driving-charge-laid-after-134-kmh-on-harbour-expressway-6202670>

- x. **any other prescribed matters.**

RECOMMENDATIONS

There are no recommendations associated with this report. For information only as requested.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'DM Taddeo', with a stylized flourish at the end.

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



Thunder Bay Police Service

Date of Report: January 5, 2023
Date of Meeting: January 17, 2023
Report No: 01/23

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 1st to December 31st, 2022.

BACKGROUND

Committee Highlights:

- 37 Report of Injuries were submitted in this period. (Compared to 56 in the first 2 quarters 2022)
- 4 injuries resulted in lost time. (Compared to 22 in the first 2 quarters of 2022)
- 1 specific Operational Illness report was submitted to the Ministry of Labour regarding COVID positive, work-related exposures. (Compared to 16 reports in the first 2 quarters of 2022)

COMMENTS

For information of the Board.

The next Joint Health and Safety Committee report to the Board is expected in July 2023.

RECOMMENDATIONS

There are no recommendations associated with this report.

Respectfully submitted,

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

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

Thunder Bay Police Services Board

Memorandum

TO: Members of Thunder Bay Police Services Board

FROM: John S. Hannam, Secretary to the Board

DATE: January 9, 2023

SUBJECT: Establishing a Labour Relations Committee

At its October 19, 2021 meeting, the Thunder Bay Police Services Board resolved to create a bargaining committee, at the start of the next term of the Board, charged with preparing for and conducting collective bargaining on behalf of the Board and ongoing maintenance of collective agreements. That committee was proposed to be structured as follows:

- 2 members of the Board
- The Chief of Police or the Deputy Chief of Police, at the discretion of the Chief¹.
- The Service's Human Resource Specialist
- Optional: the Board's legal counsel, or legal counsel for the Service

A separate bargaining protocol was adopted to help guide that committee in its work.

Having regard for ongoing matters before the Board, along with recommendations from the Board's Expert Panel, it is clear that an expanded committee with a broader mandate beyond bargaining and the collective agreements would better serve the Board and the Service.

It is now recommended that the committee's mandate include collective bargaining, management of grievances and broadly health and well-being of Service members, including avoidance of disability and return to work. The expanded committee is proposed in order to obtain further expertise to assist with respect to the mandate of the committee. The structure of the committee is recommended as found in the motion below, and, in accordance with the Procedural By-law, will be required to prepare detailed terms of reference for the approval of the Board.

It is recommended that the committee be established now so that recruitment of committee representation can get underway while the Board awaits its full complement of members.

“With respect to the governance of labour relations, including collective bargaining, consideration of grievances and Service member and health well-being, we recommend that the Thunder Bay Police Services Board establish a Labour Relations Committee, in accordance with its procedural rules;

AND THAT the committee's composition include:

¹ The involvement of the Chief, or the Deputy Chief, would have to take into account s. 120(4) of the *Police Services Act* which provides that “The chief of police or, if the parties consent, another person designated by the chief of police may also attend the parties' bargaining sessions in an advisory capacity”.

- 2 members of the Board
- 2 community members appointed by the Board
- The Chief of Police, or designate, as a non-voting member.

AND THAT the committee be supported by the Board's Administration, along with advice of legal counsel and Human Resources specialists as might be required."

/jsh



Thunder Bay Police Service

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: January 9, 2023

Date of Meeting: January 17, 2023

Report No: 02/23

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 2022

Local Inquiries.....	0
Customer Service Resolution Requests Received.....	0
Not Accepted	17
Accepted—Transitioned from CSR/ER.....	0
Accepted—OIPRD investigate.....	1
Accepted—TBPS investigate.....	3
Accepted—OPP investigate.....	0
Total.....	21

Complaint Type

Service Complaints.....	2
Conduct Complaints.....	19

2016-2017 Complaints Disposed of in the Fourth Quarter 2022

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)

2022 Complaints Disposed of in the Fourth Quarter 2022

Withdrawal	1
Unsubstantiated	1
CSR.....	0
Informal Resolution.....	0
Substantiated	
Informal Discipline.....	0
PSA Hearing.....	0
Total.....	2

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 Service

Date of Report: January 9, 2023
Date of Meeting: January 17, 2023
Report No: 03/23

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 fourth annual update.

RECOMMENDATIONS

Please note that where a recommendation has been marked as complete, what is being referenced is the specific recommendation made to the Thunder Bay Police Service by the Office of the Independent Police Review Director. The complete does not mean the TBPS will not continue to evaluate its operations and revise accordingly. For further clarity, all training is subject to ongoing implementation and the overall complement will be expanded as the need arises and the Board approves.

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):

All cases listed have now been reinvestigated, with the tenth case of Stacey DeBungee currently being reinvestigated by the Ontario Provincial Police as per the direction of the Ministry of the Attorney General. The Thunder Bay Police Service has no update on the timeline of this re-investigation.

The final report for the nine reinvestigations has been completed and provided to the Thunder Bay Police Services Board. No best practices document has been provided to the Thunder Bay Police Service as a result of the work done by the multi-disciplinary team.

The TBPS continues to examine best practices on how to conduct sudden death reviews and 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. This process utilizes internal investigators and outside expertise such as the Crown Attorney and the Coroner.

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) permanent Detectives and fourteen (14) permanent Detective Constables assigned to the Major Cases Unit within Criminal Investigations. This is supplemented by two (2) additional mentor positions, bringing the total to sixteen (16) Detective Constables.

In the 2023 budget, a request was made to add two (2) permanent Detective Constable positions, bringing the total complement to eighteen (18) Detective Constables when both mentor spots are filled. However, it is not always feasible to fill the mentoring spots given officer shortages and high call volume for our primary response officers, which is where the individuals are pulled from to fill the mentor spots.

As needed based upon demand and operational availability, the Major Crime Unit is also assisted by 6 Forensic Identification Constables (with a 2023 budget request for a seventh), 4 Cyber Crime Constables (and two civilian examiners), 10 Intelligence Constables, as well as 16 Constables attached to the various units in the General Investigations section.

All members will have the necessary major case training upon entering the unit or as soon as possible upon being assigned to the unit. All provincial training has been completed for all eighteen (18) 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.

The TBPS currently has a fully-qualified in-house trainer for the PowerCase programming and is able to host training for TBPS members as well as other services in the region. The TBPS has been advised that the Service is now one of the most compliant in the province in terms of use of the software.

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, now renamed Primary Response, to spend time in the Criminal Investigations Branch.

The TBPS now has two (2) mentoring positions dedicated to the Primary Response 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. As stated above, it is not always possible to fill the mentor positions within the Criminal Investigations Branch given the demand on frontline officers and shortages in staffing levels.

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.

An additional Staff Sergeant has also been added to the complement of the Criminal Investigations Branch.

Lastly, the TBPS has 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.

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.

As of May 2022, the Inspector of CIB and the Regional Coroner began speaking weekly to ensure continuous communication. These meetings now occur on a monthly basis.

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 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.”

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.

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):

The use of PowerCase software and tasking, along with Major Case team meetings, and case conferences are utilized to ensure this recommendation is met.

In addition, 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.

OPTIC is now live.

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.

Most recently, a formalized agreement is being signed between TBPS and NAPS to enhance the relationship and sharing of resources to better deliver policing services to the community. This will run indefinitely, and it is hoped that this will become the future of policing within Thunder Bay where there is collaboration with TBPS and NAPS.

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 Aboriginal Liaison Unit no longer exists. Instead, the TBPS created the Community Inclusion Team, which is described above. 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.

In the Fall of 2022, the TBPS met with the Elders Advisory Group for the first in person gathering for input on any envisioned activities.

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 Primary Response, which includes frontline policing and Traffic.

Further, 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.

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.

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 (yearly or sooner if required).

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 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 2022 and changes have been made. An additional policy review will occur in January of 2023. 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. A group has been formed to meet quarterly on these recommendations. The TBPS currently awaits input and guidance for implementation from the TBPSB.

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. The policy will be reviewed as required and no later than once per year.

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.

The TBPS also completes an Ontario Forensic Pathology Service “Preliminary Police Report” form for any body being sent to Toronto for a post-mortem. This form includes the name, rank and badge number of the Major Crimes Unit Investigator and Forensic Identification Unit Investigator as well as a description of the scene and circumstances surrounding the death.

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.

Truth and Reconciliation Training has commenced on the approved curriculum in December of 2021.

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.

All members of the TBPS will have completed the training by Mid-2023. Further, continuous education will occur throughout the course of a member's career and will be incorporated into yearly academic training.

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 was tasked with redefining the role of the Committee as well as reviewing the composition of the Committee. As a result, there was the development of the Equity, Diversity and Inclusion (EDI) Committee. An internal committee of the TBPS. First meeting was held in September of 2021. The EDI Committee's general purpose is to consider, discuss, research and propose new innovations on who we are, what we represent internally and externally as a Service to ensure the best service to our community. This will include community engagement to hear about what our community would like to see from us. The EDI Committee connects to the Community Inclusion Team (CIT) Strategic Plan, as well as our response to the various reports and recommendations that impact our service delivery model.

The EDI Committee has reduced meeting frequency to quarterly and awaits recommendation to the Board by the Expert Panel to inform future work.

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.

The Service continues to develop initiatives to enhance recruiting for all personnel. The HR and Recruitment Team traveled to Manitoba and Saskatchewan in November of 2022 to continue the recruitment initiative.

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 fourth 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 Service does publish the total number of sudden deaths in its annual report. The Service continues to assess a different model to be in strict compliance with the recommendation while also addressing any issues of accuracy.

Respectfully submitted,



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

Prepared by: Ms. H. Walbourne

Summary of OIPRD Recommendations

Updated Chart – January 17, 2023 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
RECOMMENDATIONS REGARDING TBPS SUDDEN DEATH AND OTHER INVESTIGATIONS				
R.1.	<p>Nine of the TBPS sudden death investigations that the OIPRD reviewed are so problematic I recommend these cases be reinvestigated.</p> <p>ONGOING</p> <p>Goal: March 2021</p> <p>Revised Goal: September 2021</p> <p>Spring 2022</p>	<p>Funding will be taken from the TBPS budget as needed.</p> <p>Will not become a permanent line item. Overall costs covered by other agencies.</p> <p>TBPS covering Chair of Executive Committee and Lead Investigator for re-investigation team</p> <p>2020 – 2021 – To be determined</p>	<p>Primary: TBPS and Coroner's Office</p>	<p>For Recommendations 1 to 5:</p> <p>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.</p> <p>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.</p> <p>All cases should be completed by March 2021 with exception of tenth which is anticipated to take longer given the later start date.</p> <p>The final report will be issued by end of 2021</p> <p>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.</p> <p>The meetings with the families are nearing completion with the last of the family update meetings occurring May 9-11, 2022.</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>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.</p>	<p>ONGOING See R.1</p>	<p>See R.1</p>	<p>See R.1</p>	<p>The final report of the 9 re-investigations was released on March 3, 2022. See R.1</p>
<p>R.3. The multi-discipline investigation team should establish a protocol for determining whether other TBPS sudden death investigations should be re-investigated.</p>	<p>ONGOING See R.1</p>	<p>See R.1</p>	<p>See R.1</p>	<p>See R.1</p>
<p>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.</p>	<p>ONGOING Goal: January 2022</p>	<p>See R.1</p>	<p>See R.1</p>	<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. Discussions have occurred to determine how this is undertaken without prejudicing the ongoing Police Services Act proceedings. As per direction from the Ministry of Attorney General this has been given to the OPP team to be re-investigated Update: The Police Services Act proceedings relating to same have now concluded and a decision on penalty will be delivered within the following months. The sudden death of Stacy DeBungee is currently being re-investigated by the OPP.</p>
<p>R.5. TBPS should initiate an external peer-review process for at least three years following the release of this report.</p>	<p>ONGOING January 2022</p>	<p>To Be Determined</p>	<p>TBPS and various stakeholders</p>	<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>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
RECOMMENDATIONS REGARDING TBPS INVESTIGATORS AND THE CRIMINAL INVESTIGATIONS BRANCH				
<p>R.6. TBPS should immediately ensure sufficient staffing in its General Investigations Unit in the Criminal Investigations Branch. Adequate resources must be made available to enable this recommendation to be implemented on an urgent basis.</p>	<p>COMPLETE *However will be ongoing and reassessed based on needs as they evolve</p>	<p>Budget additions 2019 - \$350,000 2020 – above now permanent 2021 – Above now permanent</p>	<p>TBPS - CIB</p>	<p>An additional 5 officers were added to the Criminal Investigations Branch in 2019. Positions were filled in the 2019 and 2020 years.</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>COMPLETE</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</p>	<p>COMPLETE</p>	<p>Budget additions</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.</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>work with Criminal Investigations Branch and the Major Crimes Unit investigators to gain experience.</p>		<p>2019 - \$49,500 for training 2020 – above now permanent 2021 – above now permanent</p>		<p>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.</p> <p>This program will see eight (8) officers a year cycle through.</p>
<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>COMPLETE</p>	<p>N/A</p>	<p>TBPS – CIB & 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>ONGOING</p>	<p>Not yet known</p>	<p>TBPS – HR Manager & 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>COMPLETE</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</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
				<p>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 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>Update: Meetings between the Regional Supervising Coroner and the Inspector of Investigative Services continue – currently occurring on a monthly basis.</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
R.12. TBPS should develop procedures to ensure forensic identification officers are provided with the information necessary to do their work effectively.	COMPLETE See R.11	See R.11	See R.11	Update: Use of the Powercase software and tasking, Major Case team meetings and Case Conferencing address this.
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.	ONGOING	Budget Additions 2019 - \$200,000 (OPTIC) 2020 – N/A 2021 – N/A	TBPS – All Branches & IT	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. 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 continues in 2021. The tentative date to be live within OPTIC is the end of March 2021. January 2022 to be operational. May 2022 to be operational. Currently scheduled to be operational week of July 18, 2022. Update: OPTIC is now live
R.14. TBPS should, on a priority basis, establish protocols with other police services in the region, including Nishnawbe-Aski Police Service and Anishnabek Police Service to enhance information-sharing.	COMPLETE	N/A	TBPS – All Branches & IT External stakeholders	Such protocols, both formal and informal, already exist. In addition, the move to OPTIC will allow enhanced information sharing between agencies. Update: A formalized agreement is being drafted to be signed by TBPS and NAN to enhance the relationship and sharing of resources to better deliver policing services to the community.
RECOMMENDATIONS REGARDING OTHER TBPS OPERATIONAL AREAS				
R.15. TBPS should fully integrate the Aboriginal Liaison Unit's role into additional areas of the	COMPLETE	Budget Additions	TBPS – Community Services Branch	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

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>Police Service. This would help to promote respectful relationships between TBPS and the Indigenous People it serves.</p>		<p>Cost of Consultant</p>	<p>External Stakeholders engaged in Organizational Change Project</p>	<p>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.</p> <p>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.</p> <p>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>COMPLETE</p>	<p>Budget Addition 2019 – \$95,000 2020 – Above increase permanent 2021 – Above increase permanent</p>	<p>See R.15</p>	<p>S R.15</p>
<p>R. 17. With Indigenous engagement and advice, TBPS should take measures to acknowledge Indigenous culture inside Headquarters or immediately outside it.</p>	<p>COMPLETE</p>	<p>N/A</p>		<p>In the main second floor lobby, we currently have on display the Robinson Superior Treaty and a Roy Thomas piece entitled "Relatives".</p> <p>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".</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
				<p>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).</p> <p>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.</p> <p>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.</p> <p>Cedar Trees were planted on the south side flower gardens.</p> <p>The Service met with the Elders Advisory Group in the Fall of 2022 for the first in person gathering to outline activities envisioned for input.</p>
<p>R.18. Thunder Bay Police Service should make wearing name tags on the front of their uniforms mandatory for all officers in the Service.</p>	<p>COMPLETE</p>	<p>Budget Additions 2019 – \$2,000 2020 – \$20,000 2021 – N/A</p>	<p>TBPS – all levels</p>	<p>All name tags have been issued and are mandatory and considered a permanent part of an officer's uniform.</p>
<p>R.19. TBPS should implement the use of in-car cameras and body-worn cameras.</p>	<p>COMPLETE</p>	<p>Additional funding added to 2019 capital budget for 5 year project 1st year implementation \$361,900 with \$72,000</p>	<p>TBPS – all levels</p>	<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>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
		infrastructure costs		<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 disclose potential evidence of police misconduct.	COMPLETE	N/A	TBPS	<p>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."</p> <p>Additionally, TBPS has introduced a new Code of Conduct addressing this recommendation directly.</p>
RECOMMENDATIONS REGARDING MISSING PERSONS CASES				
R.21. I urge the Ontario government to bring into force Schedule 7, the Missing Persons Act, 2018, as soon as possible.	COMPLETE	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>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<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.</p>	<p>ONGOING (Annual)</p>	<p>N/A</p>	<p>TBPS & TBPSB *Note: Input needed from TBPSB*</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> <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> <p>Update: The Missing Person Policy is being re-evaluated.</p>
<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.</p>	<p>ONGOING Goal: June 2021 for initial report Long Term: Multi-year</p>	<p>Not yet known but could be significant</p>	<p>TBPS & TBPSB</p>	<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> <p>Update: The Service continues to meet on the recommendations made by Honourable Gloria Epstein however the Service awaits Board input and guidance to implement any recommendations.</p>
<p>RECOMMENDATIONS REGARDING THE RELATIONSHIP BETWEEN THE POLICE AND THE CORONER'S OFFICE</p>				
<p>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</p>	<p>COMPLETE</p>	<p>N/A</p>	<p>TBPS & Coroner's Office</p>	<p>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.</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
and should evaluate and modify it as required, with the input of the parties, annually.				Update: See ongoing meetings between the Regional Supervising Coroner and Inspector of Investigative Services. (R. 11)
R.25. The Office of the Chief Coroner should ensure police officers and coroners are trained on the framework to promote its effective implementation.	COMPLETE	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.	COMPLETE	See R.24	See R.24	See R.24
RECOMMENDATIONS REGARDING THE RELATIONSHIP BETWEEN THE POLICE AND PATHOLOGIST				
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	N/A	Coroner's Officer	N/A
R.28. TBPS should reflect, in its procedures and training, fundamental principles to define the relationship between investigators and pathologists.	COMPLETE	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 and is scheduled to be updated on a yearly basis.
R.29. The Ontario Forensic Pathology Service should establish a Forensic Pathology Unit in Thunder Bay, ideally	N/A	N/A	TBPS & Coroner's Office & Key stakeholders	Chief Hauth sent a letter on October 22 nd , 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

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>housed alongside the Regional Coroner's Office.</p>				<p>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>
<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.</p>	<p>COMPLETE</p>	<p>Budget Additions</p> <p>2021 – To be determined (cost recovery model by Toronto Police Service)</p>	<p>TBPS & Coroner's Office</p>	<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> <p>Update: TBPS completes an Ontario Forensic Pathology Service "Preliminary Police Report" form for any body being sent to Toronto for post mortem. This form includes the name, rank and badge number of the Major Crimes Unit Investigator and Forensic Identification Unit Investigator as well as a brief description of the scene and the circumstances surrounding the death.</p>
<p>R.31. The Ontario Forensic Pathology Service should provide autopsy services compatible with cultural norms in Indigenous communities.</p>	<p>N/A</p>	<p>N/A</p>	<p>Coroner's Office</p>	

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
Recommendations Regarding Racism in TBPS Policing – General				
<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>	<p>ONGOING</p>	<p>Budget Additions</p>	<p>TBPS & External Stakeholders</p>	<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> <p>Update: All members of the TBPS will have completed the Reconciliation Training by Mid-2023. Continuous education will continue to occur throughout the course of a members' career.</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>R.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.</p>	<p>COMPLETE</p>	<p>N/A</p>	<p>TBPS – Chief of Police</p>	<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 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>ONGOING</p>	<p>Not yet known. Currently the group is made up of volunteers.</p>	<p>TBPS & 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>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
				<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, what we represent internally and externally as a Service to ensure the best service to our community. This will include community engagement to hear about what our community would like to see from us. The EDI Committee connects to the Community Inclusion Team (CIT) Strategic Plan, as well as, our response to the various reports and recommendations that impact our service delivery model.</p> <p>The EDI Committee has reduced meeting frequency to quarterly and awaits recommendation to the Board by the Expert Panel to inform future work.</p>
RECOMMENDATIONS REGARDING RACISM IN TBPS POLICING – TRAINING				
<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"> 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 	COMPLETE	<p>Budget Additions</p> <p>2021 – \$55,000 (actual training cost)</p>	<p>TBPS & External Stakeholders</p>	<p>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</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</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>based on their own lived experiences;</p> <p>c) Is informed by content determined at the local level, and informed by all best practices;</p> <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>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> <p>Please see recommendation 32 for more.</p>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
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 with First Nations police services and visit remote First Nations to provide outreach.	COMPLETE	See R.36	TBPS & External Stakeholders	In addition - currently have in place Grade 8 visit project in conjunction with NAPS where officers visit First Nations communities.
R.38 TBPS leadership should provide greater support for volunteerism by attending relevant sporting or community events.	COMPLETE	N/A	TBPS	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.
R.39 TBPS should develop and enhance additional cultural awareness training programs relating to the diverse community it serves.	ONGOING	Not yet known	TBPS	See R.36 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.
RECOMMENDATIONS ON RACISM IN TBPS POLICING – RECRUITMENT AND JOB PROMOTION				
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.	COMPLETE	Budget additions 2020 – 2021 -		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.

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
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.	COMPLETE	Budget Additions 2020 – 2021 – (recruitment initiative costs)	TBPS	<p>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.</p> <p>A full report was provided to the TBPSB in January 2020</p> <p>Also, the Service is in the process of reviewing its HR department and looking at ways to expand.</p> <p>Update: The Chief continues to develop initiatives to enhance recruiting for all personnel. The HR and Recruitment Team traveled to Manitoba and Saskatchewan in November of 2022 to continue the recruitment initiative.</p>
R. 42 TBPS leadership should link job promotion to demonstrated Indigenous cultural competency.	COMPLETE	N/A	TBPS	<p>TBPS Promotional Policy newly implemented in 2020 Collective Agreement and internal procedures changed with emphasis placed on different criteria for promotions.</p>
RECOMMENDATIONS FOR IMPLEMENTATION OF RECOMMENDATIONS				
R.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.	COMPLETE	N/A	TBPS	<p>TBPS reports yearly to the OIPRD and more frequently to the TBPSB on recommendation progress.</p>
R.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	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>

RECOMMENDATION #	TIMELINE	FUNDING	RESPONSIBILITY	PROGRESS & COMMENTS
<p>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.</p>				<p>The TBPS 2021 Annual Report (page 23) includes a chart relative to Sudden Death. This chart will now be included in all TBPS Annual reports.</p>

Thunder Bay Police Services Board

Memorandum

TO: Members of Thunder Bay Police Services Board

FROM: John S. Hannam, Secretary to the Board

DATE: January 9, 2023

SUBJECT: Monthly Summary of Invoices

Since the November 15, 2022 Regular Session of the Board, the following invoices have been processed for payment:

- Invoice #2022-0182 from KPW Communications, dated December 2, 2022, for \$12,232.25, relative to Communication Services, Social Media & Website Management, and Expert Panel Support.
- Invoice #2023-0003 from KPW Communications, dated January 4, 2023, for \$8,277.25, relative to Communication Services, Social Media & Website Management, and Expert Panel Support.
- Valhalla Inn Invoices, dated November 25, 2022, for \$22,523.23, relative to Expert Panel costs.
- Invoice #TBPB22-007.271 from Principles *Integrity*, dated November 4, 2022, for \$918.13, relative to services rendered for October, 2022.
- Invoice #TBPB22-008.306 from Principles *Integrity*, dated December 5, 2022, for \$776.88, relative to services rendered for November, 2022.
- Invoice #12082202 from Maverick Events Inc., dated December 8, 2022, for \$1,457.70, for Expert Panel support in September, 2022.
- Invoice #12082201 from Maverick Events Inc., dated December 8, 2022, for \$9,234.36, for virtual session support at 10 Board meetings in 2022.
- Invoice #12082202 from Maverick Events Inc., dated December 8, 2022, for \$728.85, for virtual session support in March, 2022.
- Invoice #28 from Mr. J. Hannam, dated December 2, 2022, for \$8,285.63, relative to professional services rendered.
- Invoice #28 from Ms. L. Douglas, dated November 30, 2022, for \$3,204.12, relative to professional services rendered.
- Invoice #29 from Mr. J. Hannam, dated January 3, 2023, for \$5,791.25, relative to professional services rendered.
- Invoice #29 from Ms. L. Douglas, dated December 31, 2022, for \$2,539.56, relative to professional services rendered.

/jsh



THUNDER BAY AND AREA VICTIM SERVICES

FUNDING INITIATIVE PROPOSAL

Submitted to the Thunder Bay Police Services Board

JANUARY 05, 2023

REQUESTING \$10,000.00

In respect to Community Safety & Well-Being Initiative
Crisis Telecommunications

Requested Amount	\$10,000.00	Proposed To	Thunder Bay Police Services Board
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Initiative	To focus on community safety and well-being by providing a funded initiative to cover crisis lines/communication costs that will ensure 24 hour crisis coverage that is of good quality and assurance.
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Date Created	January 04, 2023	From	Thunder Bay and Area Victim Services (TBAVS)
Submitted By	Penny Radford, Executive Director executive.director@tbayvictimservices.ca		
Address	317 Victoria Avenue East, Unit 9, Thunder Bay, ON P7C 1A4		
Contact Number	Penny Radford (807)620-4977		
Board Chair	Jane Ann McGill jamcgill2002@yahoo.ca		
Charitable Number	893657007RR0001		
Incorporated	March 18, 2003 #1558543		

Description of Initiative
<ul style="list-style-type: none"> ❖ This initiative would respond to the safety and wellbeing needs of diverse people and communities strategic plan of the Thunder Bay Police Services Board. ❖ TBAVS is asking for funding support of telecommunications. ❖ Through changing times and economical change, TBAVS struggles to meet the financial demands of more efficient resources to perform crisis response tasks. ❖ Our crisis line is our life-line for many victims and much needed support for emergency services in Thunder Bay and Area. ❖ For many people who are affected by crimes such as homicide, intimate partner violence, human trafficking, elder abuse, sexual assault, serious assault, robbery/break and enter, sudden death, arson, etc. it is imperative that TBAVS is able to provide a consistent crisis line that is designed to meet the needs of crisis calling for our community. ❖ By receiving this funding, TBAVS may be able to discover more efficient and consistent crisis line response that would benefit TBAVS and victims into the future. ❖ By receiving this funding, Volunteers would be more apt to stay as Volunteers if they had the means to support TBAVS without utilizing their own personal means of telecommunicating. ❖ The bulk of the money, if received, would cover our telecommunication costs and needs. ❖ Any money that is left from such, would be allocated to general operations that would assist TBAVS in successfully operate financially. <p>We approach the Thunder Bay Police Board, as most of our referrals come from the Thunder Bay Detachment and we hold great respect and positive relationships with the Detectives and the Officers. We see ourselves as positive supporters of the Police Services/Officers and their contributions to our community. TBAVS would like to ensure that together, we are strong and accurate to the needs in the moments of crisis to assist the Officers/Detectives.</p>

History/Description of Thunder Bay and Area Victim Services

- In 2003, Thunder Bay and Area Victim Services (TBAVS) was developed and were located in the Thunder Bay Police Station. A Memorandum of Understanding was completed with Police Services covering the catchment area. TBAVS covers a catchment area of Thunder Bay and Area, Nipigon, Red Rock, and Lake Helen.
- We are governed by a Volunteer Board of Directors and in Agreement with Emergency Services. Service Delivery is through the Executive Director, Crisis Response Workers, and our amazing Crisis Response Volunteers who are professionally trained.
- Thunder Bay & Area Victim Services is a non-profit, charitable organization.
- We provide emotional support, referral services, while providing advocacy and practical assistance to victims of crime and tragic circumstances.
- We are in partnerships with Memorandums of Understanding with Emergency Services in Thunder Bay, including the Thunder Bay Police.
- We are dispatched to crime scenes and/or to respond to victims via Police Dispatch, Local Service Referrals and/or Self-Referrals.
- To lessen the trauma of being victimized.
- To help the individual who has been victimized cope with the impact.
- To encourage the individual who has been victimized connect with appropriate community resources.
- To assist police, emergency and community services in meeting the needs of individuals who have been victimized.

Vision Statement: Committed to compassionate reliable victim-centred services.

Mission Statement: In pursuit of this vision, Thunder Bay and Area Victim Services provides immediate victim-centred support in partnership with emergency services.

Values: Empowerment, accessibility, advocacy, respect, dignity, collaboration, awareness, non-judgmental, and accountable.

Desired Outcomes

- ✔ To have efficient and reliable crisis response telecommunications.
- ✔ TBAVS is able to provide a 24/7 365 crisis line.
- ✔ That all employees and volunteers have the technical equipment that they require to respond to victims timely.
- ✔ That all emergency services do not experience delay and/or complications in response time.
- ✔ To financially stay above water to deliver services as they are intended to be delivered.

Evaluation Strategy

- ✔ To review with telecommunication providers response times
- ✔ To provide a survey to those who provide crisis response on the consistency and accuracy of call response times and technical performance (Volunteers, Employees, Partners)
- ✔ To provide a report to the Thunder Bay Police Services Board as to the success and accomplishments of their contribution to TBAVS

Budget	
Requested Amount	\$10,000.00
Telecommunications for Crisis Line Response for Volunteers and Employees-cellular cost, phone/online billing, answering app, lines required, fax, etc	7,000.00
General Operations-of course the bulk of the \$10,000 would be spent on the Crisis Lines. We may see a higher amount this year and we are also experiencing increase in areas of communications, so this 3,000 would go towards general operations that will also cover ZOOM meetings for crisis response.	3,000.00

Timeline
For one year. We would be ecstatic for longer support but for the purpose of this initiative, we certainly understand a time limit.

Audited Financial Statement 2021-22
Attached to Email Application-we improved and revised some of our telecommunications which may result in a different amount as shown on financial statement.

With great respect,

Penny Radford, Executive Director

Cc: Thunder Bay and Area Victim Services Volunteer Board

**Thunder Bay and Area Victim Services
Schedule of Revenue and Expenditures
Ministry of the Attorney General Fund**

Schedule 1

Year ended March 31

	2022		2021	
	Operating Program \$	One-time \$	Total \$	Total \$
REVENUE				
Ministry of the Attorney General	291,701	-	291,701	288,701
	291,701	-	291,701	288,701
EXPENDITURES				
Advertising	-	-	-	12,088
Audit and legal	7,229	-	7,229	15,104
Bookkeeping	16,202	-	16,202	15,683
Client expenses	1,164	-	1,164	11,870
Community workshops, meeting and events	-	-	-	530
Governing body expenses	71	-	71	2,651
Insurance	4,751	-	4,751	4,985
Office equipment	12,365	-	12,365	3,007
Office supplies	17,114	-	17,114	15,814
Professional membership fees	1,835	-	1,835	1,635
Promotional goods and materials	2,854	-	2,854	2,631
Salaries and benefits	215,575	-	215,575	174,331
Staff expenses	1,632	-	1,632	7,318
Telecommunications	8,647	-	8,647	12,193
Volunteer expenses	2,750	-	2,750	7,714
	292,189	-	292,189	287,554
Excess (shortfall) of revenue over expenditures	(488)	-	(488)	1,147