

FOR IMMEDIATE RELEASE

# Board Highlights for April 23, 2024

THUNDER BAY, ON, APRIL 23, 2024 — The Thunder Bay Police Services Board (TBPSB) convened this morning. Following are notable items from today's meeting:

## Presentation on *Community Safety and Policing Act, 2019*

Constable C. Woods, Thunder Bay Police Service, provided an overview about the impact of the new *Community Safety and Policing Act, 2019* on the Thunder Bay Police Service (PS).

Constable Woods noted that the Act came into force in 2024 and highlighted what areas would impact the PS the most. Constable Woods told the Board that the police service had identified nine new procedures that would need to be drafted to meet the Act's requirements.

Councillor K. Etreni said the Board had also reviewed the Act, as there were implications for the Board, and that they had identified 11 new policies that need to be created. A discussion was had about the importance of whistleblower protections and that the Board was developing its own policy in light of the Act. Councillor Etreni explained that they are replacing the term "whistleblower" with "professional responsibility," because it was more positive and encouraged the PS to use similar language.

A copy of the presentation is available upon request.

## Presentation on Thunder Bay Police Service Communication Strategy

Ms. T. Smith, Director of Corporate Communications for the Thunder Bay Police Service presented the Police Service's Communications Strategy.

Ms. Smith's presentation highlighted the importance of staying in constant communication with the community to strengthen trust, demonstrate transparency and accountability. It was noted that Chief Fleury placed the highest priority on hearing from the community, including voices that are critical of the PS. Chief Fleury discussed the importance of being transparent with the public and that it is fundamental to building trust.

A discussion was had about the importance of building trust with the Thunder Bay community and that trust needed to be demonstrated through police service members' actions, not just communications initiatives. It was further discussed that the Board is looking at the creation of its own communications committee and that it would like to work closely with the PS.

A copy of the presentation is available upon request.

## Governance Committee Report

Committee Chair, Ms. Denise Baxter, provided an overview relative to the activities of the Governance Committee. Ms. Baxter reported that eight communities had already been identified in the lead up to public consultations on the Board's draft DEI policy.

## Use of Artificial Intelligence Technologies Policy

A motion was carried to adopt the draft policy titled 'Use of Artificial Intelligence Technologies' as a policy of the Board. The policy was based on feedback from public consultations in 2023 and extensive research done by Dr. Daavut Acka of Lakehead University. Mr. J. Hannam noted that the policy will cover current police AI technology, BriefCam, and any future technologies.

Mr. J. Hannam thanked Dr. Acka for all his work. Chair Karen Machado noted that TBPSB was out ahead, as only one other police service board in Ontario had adopted an AI policy.

The draft policy on Use of Artificial Intelligence Technologies was included in the agenda. **(Pages 22 - 28)**

## Labour Relations Committee Report

On behalf of Committee Chair, Mr. W. Bahlieda, Chair Machado advised that there was no update as negotiations on collective agreements had recently begun.

## Quarterly complaints

The Board received the Services report on complaints for the 1<sup>st</sup> quarter of 2024. The transition in handling complaints made under the Police Services Act to those under the Community Safety And Policing Act were highlighted; as yet no complaints under the new Act have been received. **(Pages 29 – 31)**

## First Quarter Variance Report

Ms. D. Paris, Director, Financial Services & Facilities, Thunder Bay Police Service, provided an update on the status of the Operational Budget of the Thunder Bay Police Service for the period ending March 31, 2024. Operating Budget and the Q1 Variance Report and a Summary were included in the agenda package for the Board's information. **(Pages 34 - 35)**

Ms. Paris explained that there was no indication of a net variance for Q1. It was noted that the PS successfully applied for two government grants, and that the grant funding came in after the 2024 budget had been proposed and adopted, and therefore, not included in the budget revenue. Mayor K. Boshcoff thanked the federal and provincial governments for their support. Chair Karen Machado congratulated the PS on excellent grant writing.

Ms. Paris assured Councillor K. Etrene that any new contacts with local hospitals to provide security, by way of paid duty officers, would not contribute to a negative variance.

## Staffing Recommendation

A motion was carried to approve the hiring of four contractors to support the work of the Governance and Communications Committees. Ms. D. Baxter noted that these personnel were necessary to carry out the work of the Board and its committees and that the workload was too significant to use existing staff.

Chair Karen Machado also explained the hiring of contract personnel fits with the budget presented and approved by City Council, and thanked everyone who put the staffing recommendations together.

Ms. D. Baxter stressed that every contract would have its own RFP process and that the contracts would only be for two years, and then be the subject of further review.

## Board Committee Structure

In response to a Memorandum to the Thunder Bay Police Service Board from Chair Karen Machado, dated April 10, 2024, a Motion was carried to establish a Finance & Budget Committee and a Communications Committee. Included in the agenda package (**Pages 36 - 37**).

Chair Karen Machado clarified that the Board will have to approve the two new committees' terms of reference and can therefore look at potential efficiencies if need be. Chair Machado noted that the Chair should also be able to sit in on any committee.

Ms. D. Baxter and Chair Karen Machado volunteered to sit on the Finance & Budget Committee. Councillor K. Etreni and Mayor K. Boshcoff volunteered to sit on the Communications Committee. All volunteers were thanked and it was clarified that any Board member not in attendance would have the chance to volunteer.

## Website Update

Mr. J. Hannam, Secretary, provided an update relative to the internal dashboard for Board members.

Councillor K. Etreni noted that more work needs to be done to update the work the Board has done to comply with the recommendations from all the past oversight reports. Mr. J. Hannam agreed and said the plan going forward was to update them once a month and included timelines to demonstrate transparency and accountability.

## CSPA Transition

Mr. J. Hannam, Secretary, provided an update that all Board members had completed the training on the new Act.

## OCPC Chart – Summary of Recommendations

Mr. J. Hannam, Secretary, advised that with the tracking of recommendations from all reports through the Governance Committee that this item would no longer be tracked on the Board's agenda. Member Baxter, as Chair of the Governance Committee, supported this advising that her monthly reports on the Committee in the future would be in writing.

## General Matters

- Correspondence from the Thunder Bay Police Youth Corps, dated March 27, 2024, was highlighted. It thanked the Board for their annual sponsorship of \$3,500.00. **(Page 38)**
- An email from a concerned citizen to Mayor K. Boshcoff was reviewed. Included in agenda. **(Page 39)**

The full agenda can be accessed [here](#)

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