

**MEETING: THE 1<sup>ST</sup> MEETING OF THE THUNDER BAY POLICE SERVICES BOARD GOVERNANCE COMMITTEE**

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**DATE:** NOVEMBER 4, 2022

**TIME:** 1:09 P.M.

**PLACE:** VIRTUAL MEETING

**SECRETARY:** J. HANNAM

**PRESENT:**

Mr. D.P. Achneepineskum  
Ms. D. Baxter  
Ms. C. McGuire-Cyrette  
Councillor S. Ch'ng

**OFFICIALS:**

Mr. M. Mercer, Administrator  
Mr. J. S. Hannam, Secretary - Thunder Bay Police Services Board  
Ms. L. Douglas, Assistant to the Secretary  
Mr. P. Stanley – Senior Partner, Odgers Berndtson

1. WELCOME

The inaugural meeting of the Governance Committee was called to order at 1:09 p.m.

2. CHIEF OF POLICE RECRUITMENT

Draft copies of the Candidate Brief for the position of Chief of Police, Thunder Bay Police Service, as well as a draft job advertisement, were emailed to Members of the Governance Committee on November 3, 2022, for their review prior to the meeting.

With regard to the Candidate Brief, Ms. D. Baxter provided clarification on the use of Indigenous in the brief. She noted that Indigenous encompasses Indigenous peoples of multiple nations – First Nations, Métis, and Inuit. Accordingly, Odgers Berndtson was directed to use Indigenous in the brief.

Mr. J. Hannam provided an overview of the qualifications for Odgers Berndtson and why they were hired for the recruitment of a new Chief of Police.

Mr. M. Mercer noted that part of the content of the Candidate Brief was incorporated from recommendations made in the Expert Panel's Interim Report.

Committee members provided their opinions, feedback and suggested modifications on the draft brief for Odgers Berndtson.

Discussion was held on the ideal candidate and the possible creation of a subordinate position to the Chief, in order to capture all of the qualities set out in the Candidate Brief.

Among other qualifications, the ideal candidate will need to have proven experience in crime

prevention and law enforcement, as well as experience with handling social media. A review of prospective candidate's social media activity is critical to see that the candidate hasn't made comments or created posts that would cause concerns.

The ideal candidate will be part of a senior command team that will work with the Board to provide deliverables set out by the Board.

It was suggested that the brief also include a section on opportunities and challenges – so that the chosen candidate is fully aware of what they will be facing in this community.

Discussion was held on the use of the words “fair” and “equitable”, as it was felt that the two are not synonymous.

Odgers Berndtson was encouraged to seriously consider non-traditional persons who apply – persons who have not necessarily held senior positions within their respective organizations.

Mr. P. Stanley confirmed that he understood and recorded the changes that have been proposed at this meeting, and will be incorporating them into the next draft of the Candidate Brief.

Mr. Mercer advised that he will revise the Candidate Brief based on today's discussions, and then will send it to Odgers Berndtson to update their documents.

It was noted that the 2021 census should be cited in the brief – not the 2016 census – as the 2021 census will have the most recent data.

Mr. Stanley noted that Odgers Berndtson should be able to share the names of candidates most worthy of consideration with the Governance Committee at their next meeting.

### 3. ADJOURNMENT

The next meeting was scheduled for Tuesday, December 6, 2022 at 1:30 p.m.

The meeting adjourned at 2:05 p.m.