

<p>POLICY TITLE:</p> <p>Governance: Competencies and Attributes Recommended for Members of the Thunder Bay Police Service Board</p>	<p>POLICY NUMBER: GOV- 004</p>
<p>DATE APPROVED: 17/12/2024</p>	
<p>DATE(s) REVIEWED:</p>	<p>DATE TO BE REVIEWED: 2026</p>
<p>DATE(s) AMENDED:</p>	
<p>LEGISLATION:</p>	
<p>RELATED PROCEDURES/POLICY:</p>	

POLICY STATEMENT

The Thunder Bay Police Service Board (Board) operates under the authority of the *Community Safety and Policing Act 2019* and is composed of 5 members, including the Chair and the Vice Chair. In accordance with the Act, 3 of these members are appointed by the municipality, the head of council should they chose, one municipal council member appointed by resolution and one person, appointed by resolution, who is neither a council member nor employee of the municipality. The remaining 2 members are appointed by the province via an Order in Council signed by the Lieutenant Governor. The Board strongly recommends that when making appointments to the Board, both levels of government consider the competencies and attributes identified herein.

Challenging and important context for Thunder Bay include but are not limited to having limited access to comparable police services who can assist and support in cases of emergency or need in a timely manner; is remote from centralized services such as forensic pathology; has experienced a high violent crime severity index, high homicide rate and a serious drug problem; is a regional hub for Northwestern Ontario with people coming both temporarily and permanently for educational, medical and social services activities and supports; Indigenous residents and visitors to Thunder Bay have faced disadvantage and discrimination, many suffer the consequences of historic and modern trauma. Equitable and Effective Policing are required.

PURPOSE

Thunder Bay has the challenge and opportunity of new and evolving relationships with First Nation and other Indigenous organizations; this includes the Board and the

Service, and the composition of the board must reflect this reality.

POLICY/PROCEDURE

Board members work together to fulfill the Board's mandate by providing civilian governance respecting adequate and effective police services in Thunder Bay and Oliver Paipoonge.

The Board has identified a range of the attributes, characteristics and competencies it considers important for members to effectively contribute to the Board. It is not intended that potential members necessarily possess all these competencies. However, taken as a whole, the Board should ensure that through its membership, all these competencies are represented.

In no order of importance, they are:

Service to the community

A prospective Board appointee should be an active member of the community, contributing through volunteerism and other activities.

Community-oriented

Civilian governance of police is intended to make police agencies more consistent with and responsive to community needs, values and expectations. An appointee should be highly conscious of this objective, always considering the community's best interest when making governance decisions.

Board experience

An appointee should have demonstrated experience serving on community or corporate boards of directors and a demonstrated understanding of the governance role.

Strategic thinking and priority setting

Setting and focusing on strategic priorities for the Thunder Bay Police Service is a core component of the Board's mandate. A Board appointee should be able to actively contribute to developing multi-year strategic plans for the Service.

Integrity and professionalism

An appointee should have a demonstrated record of integrity, professionalism, discretion, and good judgment.

Financial literacy

The Board has a responsibility to monitor the Thunder Bay Police Service budget and recommend an annual budget that is sufficient to provide adequate police services. Therefore, appointees should have the basic financial literacy to participate in budget discussions and understand information provided by the Thunder Bay Police Service regarding how the Board's strategic priorities may affect the Service's resources.

Availability

An appointee should be willing to commit the time necessary to properly fulfill their responsibilities on the Board, including preparing for and participating in Board and various committee meetings.

Compatibility

An appointee should have the ability to develop strong working relationships with other

Board members, the Chief of Police, and other stakeholders. An appointee should share the Board's interest in community safety and effective policing.

Education and/or life experience

An appointee should be able to read and understand substantial amounts of material with the ability to critically evaluate it, problem-solve and meaningfully participate in Board discussions.

Understanding of the environment for policing in Thunder Bay

An appointee should be committed to making governance decisions that are informed by the environment for policing in Thunder Bay, including having regard for the various reports, recommendations and history thereof. An appointee should understand that the city's history and socioeconomic trends influence crime and policing priorities.

In addition to these, the Board has identified a set of attributes that should characterize the Board members collectively:

Collaboration

The Board will strive to operate collaboratively, valuing the contributions of all Board members and pursuing a positive working relationship with the Thunder Bay Police Service and other stakeholders. The Board prefers to make decisions by consensus wherever possible.

Diversity

The Board should be composed of members with different experiences and perspectives to create a Board that reflects the community it serves. In respect to diversity and given the history, reports and recommendations mentioned above it is recommended that at least a minimum of 1 member of the board be Indigenous.

High ethical standards

The Board will strive to lead by example by valuing ethical behaviour and accountability. Board members will actively promote an organizational culture characterized by high ethical standards.

Collectively knowledgeable of key governance areas

In order for the Board to be effective, each Board member should have experience in one or more of the following fields and vacancies should be filled with consideration given to any gaps in the Board's collective expertise in no order of importance:

- Board governance
- Strategic planning
- Policy making
- Labour relations
- Financial management and budgeting
- Risk management / audit
- Public service / municipal government
- Communications
- Conflict resolution
- Diversity
- Community services and development