



Thunder Bay Police Service Board

Q4 Report

(2024)



Message from Board Chair, Karen Machado

As the Thunder Bay Police Service Board (Board) looks forward to a busy and productive 2025, I wanted to highlight the important work and community involvement our board members were engaged in during the final quarter of 2024, October–December.

As I stated in last quarter's report, the Board continues to be fully engaged in developing policies, procedures and organizational structures to strengthen the system of governance for the Thunder Bay Police Service so that it is among the strongest in the province.

In November, the Board marked the passing of Murray Sinclair. The Board will always remember and be grateful for the impact and influence of Mr. Sinclair's work to improve and transform the Board. Mr. Sinclair's 2017 investigation into systemic racism experienced by Thunder Bay's Indigenous communities, and his subsequent recommendations to the Board, have been pivotal. The Board continues to be guided by Mr. Sinclair's recommendations and his belief in truth, justice, and leading with fairness.

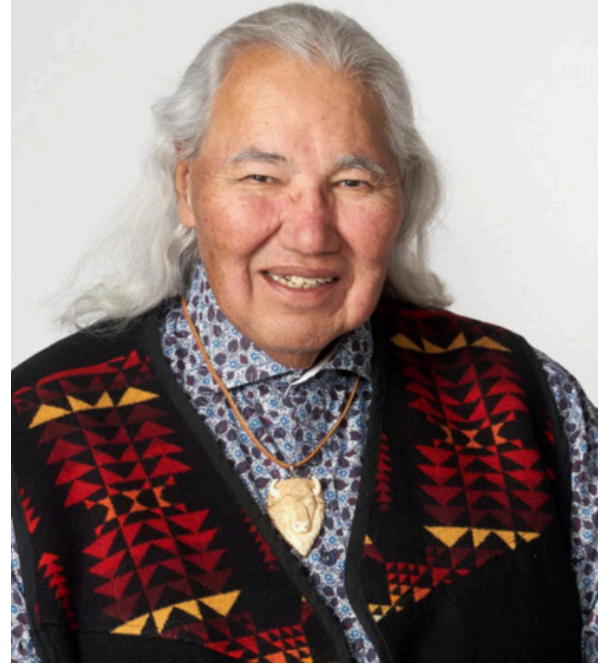


Photo: The National Centre for Truth and Reconciliation (NCTR)



Photo: Waverley Park Cenotaph 2019, cbc.ca

Board members were proud to honour Indigenous Veterans during Indigenous Veterans' Day. On Remembrance Day, Board members attended and laid wreaths at ceremonies at Waverley Park, Fort William First Nation, and Fort William Gardens.



Thunder Bay Police Service Tree of Hope Lighting Ceremony, Parliament Hill (2024)

The 6th annual Tree of Hope lighting ceremony, hosted by the Thunder Bay Police Service (Service) in December, was a wonderful success. I want to once again acknowledge Retired Constable Sharlene Bourdeau, a tireless advocate for missing and murdered Indigenous women and girls.

Retired Constable Bourdeau was the driving force behind the Tree of Hope community project, to honour and raise awareness of missing and murdered Indigenous women and girls and Two-Spirited people. The Tree of Hope Project has since been adopted by other police services throughout Ontario, and for the first time a Tree of Hope shone on Parliament Hill.

The Board was pleased to announce the reappointment of Ryan Hughes as the Deputy Chief of Police for the Thunder Bay Police Service for two years in early December. The Board is confident he will continue to lead with focus and integrity. Similarly, Detective Inspector Jeremy Pearson was appointed to the new Deputy Chief of Police Administration position for the Service, effective December 13, 2024. The Board is confident that he will make a positive contribution in this new role. The Board is looking forward to working with both Deputy Hughes and Deputy Pearson as they support the Chief in his vision for change.



Deputy Chief of Police Ryan Hughes, tbnewswatch.com



Deputy Chief of Police Administration Jeremy Pearson, tbnewswatch.com



The Board is excited for a busy and successful year ahead. Chi-miigwetch, merci, and thank you to everyone for their continued support.

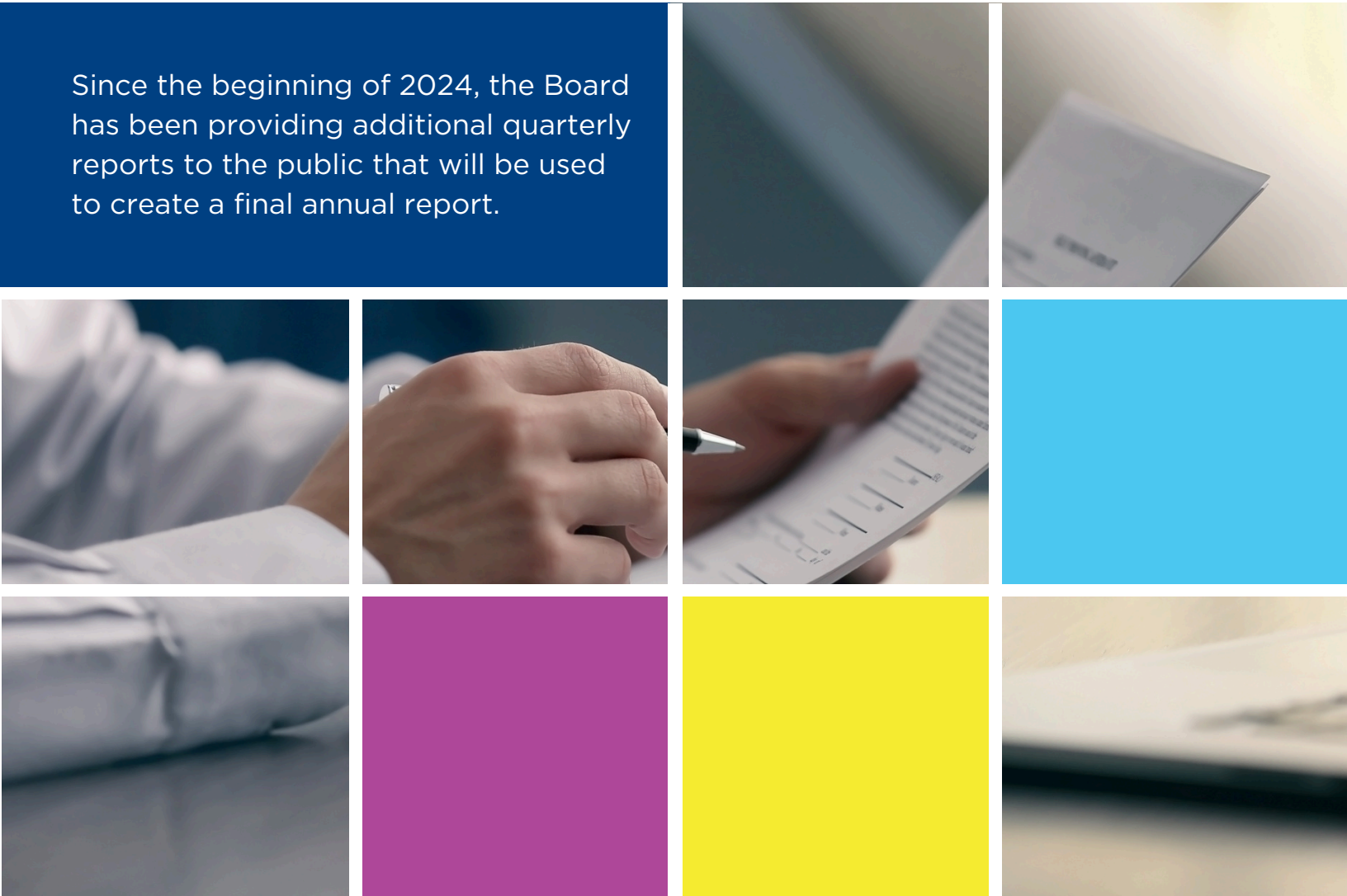
**Board Chair,
Karen Machado**



About Quarterly Reports

Under the Community Safety and Policing Act (CSPA), police services and police service boards are required to file publicly available annual reports. The first annual report under the CSPA must be filed on or before June 30, 2025.

Since the beginning of 2024, the Board has been providing additional quarterly reports to the public that will be used to create a final annual report.



The first quarterly report covers the work of the new Board during the first two quarters of 2024, with sections covering what is legislatively required by the CSPA for annual reports, as well as updates the new Board has made implementing the recommendations of the Sinclair Report, Expert Panel and inquests.

Thunder Bay Police Service Board Values



Transparency

Encouraging open communication between our community, the Board, and the Service is at the core of our work. We aim to provide accurate information that is accessible to all parties to ensure a collaborative effort during our decision-making processes.

Accountability

Accountability is a fundamental principle of effective police services. The Members of the new Board will hold ourselves and the Service accountable for all of our actions. To ensure that fairness and trust are our guiding principles, we welcome opportunities to learn and improve.

Community Engagement

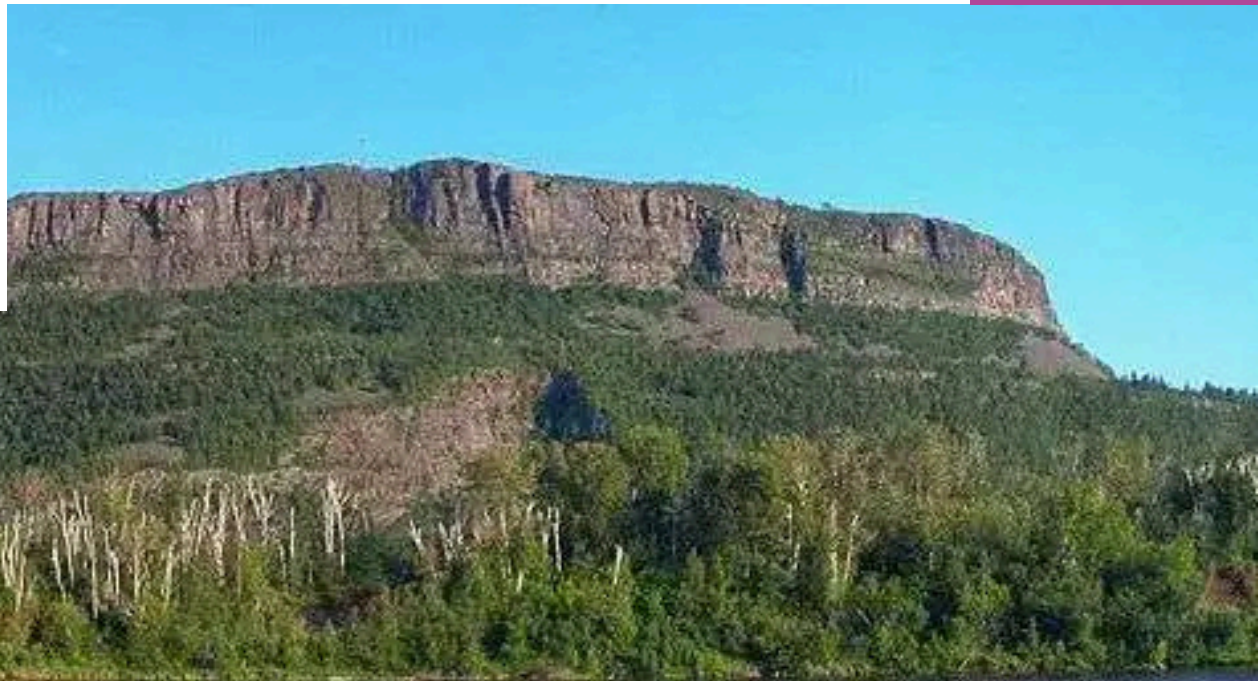
We value the unique perspectives of our diverse community. We remain committed to building a strong relationship with those we serve and will continue to support meaningful ways for the public to participate actively in our proceedings.

Land Acknowledgement

We, the Thunder Bay Police Service Board, and the Thunder Bay Police Service, acknowledge that we are on Anishinaabe lands within the Robinson-Superior Treaty of 1850 and on the traditional territory of Fort William First Nation. We honour all First Nations, Inuit and Métis peoples and their valuable past, and present, contributions to this land.

It is our responsibility as a public institution to contribute toward Truth and Reconciliation by working together respectfully with Indigenous communities through learning and rebuilding positive community services.

Photo: Anemki Wajiw (Mount Mckay), lakeheadu.ca



Governance Committee Updates

1

The Board said thank you and goodbye to outgoing Vice-Chair of the Governance Committee, Donna Bain Smith, and welcomed Councillor Kasey Etreni as the new Vice-Chair.

2

The Board approved a new Governance policy on competencies and attributes recommended for Board members, which was a recommendation of the Sinclair Report.

3

The Governance Committee continues its work on finalizing its policies related to governance, organizational functions, and the implementation of Sinclair's recommendations, while also reviewing insights from the Expert Panel and other relevant reports.

4

Through this last quarter of 2024, the Committee recommended a policy on competencies and attributes for consideration in appointments to the Board, and worked to finalize drafts of policies on Board Meeting Evaluations, Recruitment of the Chief and Deputy Chiefs of Police, and Monitoring of the Chief of Police's Performance, amongst others.



Labour Relations Committee Updates

Negotiations with the Police Association for collective bargaining are ongoing. Discussions are being held with representatives from the Uniform and Civilian groups on their respective collective agreements.



Communications Committee

The Board approved the Communications Committee terms of reference. The Committee has commenced regular monthly meetings, with an initial focus on the Board's use of social media and its website as tools to share information with the public.



Strategic Plan

Through Q4, significant community consultation and support of the redevelopment of the strategic plan was underway. This work will continue throughout 2025. The Board continues to satisfy new CSPA requirements regarding content and the level of consultation to develop the plan.

Supporting our Community Partners

The following donations
were made from the
Board's Special Account:



\$1000.00

to the Thunder Bay Police
Association Parade of Lights.

\$10,000.00

to Evergreen:
A United Neighbourhood.